

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-157476	08/06/2015

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MillerCoors, LLC		b. Tel. No. (336)627-2471
		c. Cell No. 336-552-4998
d. Address (street, city, state ZIP code) 1863 E Meadow Rd, Eden, NC 27288-4067	e. Employer Representative Tracy Marvin, HR Manager	f. Fax No.
		g. e-Mail marvin.tracy@millercoors.com
		h. Dispute Location (City and State) Eden, NC
i. Type of Establishment (factory, nursing home, hotel) Brewery	j. Principal Product or Service Beer	k. Number of workers at dispute location 600

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about May 21, 2015, the above-named Employer, by (b) (6), (b) (7)(C), threatened layoff in retaliation for union activity.

In about May 2015, the above-named Employer, by (b) (6), (b) (7)(C), advised employees that it was rescinding its earlier offer to move mechanics back to mechanic positions, because of union activities and NLRB activities.

Since about May 2015, the Employer has failed and refused to move mechanics back to mechanic positions, because of union activities and NLRB activities.

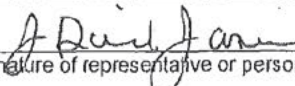
3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Teamsters, Local 391

4a. Address (street and number, city, state, and ZIP code) 3910 Teamsters Pl, Colfax, NC 27235-5600	4b. Tel. No. (336)996-2040213
	4c. Cell No.
	4d. Fax No. (336)996-4431
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (336)996-2040213
By: 	J. David James, Esq.	Office, if any, Cell No. 336-275-2992
(signature of representative or person making charge)	Print Name and Title	Fax No. (336)996-4431
Address: 3910 Teamsters Pl, Colfax, NC 27235-5600	Date: 8-6-15	e-Mail jdavidjames@earthlink.net

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1-1420810163



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlr.gov
Telephone: (336)631-5201
Fax: (336)631-5210



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August 6, 2015

Tracy Marvin, HR Manager
MillerCoors, LLC
1863 E Meadow Rd
Eden, NC 27288-4067

Re: MillerCoors, LLC
Case 10-CA-157476

Dear Ms. Marvin:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Compliance Officer JENNY DUNN whose telephone number is (336)631-5216. If this Board agent is not available, you may contact Regional Director CLAUDE T. HARRELL JR. whose telephone number is (404)331-2862.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be

August 6, 2015

considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Claude T. Harrell Jr.
Regional Director

By: 

Scott C. Thompson
Officer in Charge

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



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August 6, 2015

J. David James, ESQ.
International Brotherhood of Teamsters, Local 391
3910 Teamsters Pl
Colfax, NC 27235-5600

Re: MillerCoors, LLC
Case 10-CA-157476

Dear Mr. James:

The charge that you filed in this case on August 06, 2015 has been docketed as case number 10-CA-157476. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Compliance Officer JENNY DUNN whose telephone number is (336)631-5216. If this Board agent is not available, you may contact Regional Director CLAUDE T. HARRELL JR. whose telephone number is (404)331-2862.

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If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Claude T. Harrell Jr.
Regional Director

By:

A handwritten signature in black ink, appearing to read "Scott C. Thompson", written over a horizontal line.

Scott C. Thompson
Officer in Charge

FORM NLRB-4701
(5-11)National Labor Relations Board
NOTICE OF APPEARANCE

MillerCoors, LLC

and

International Brotherhood of Teamsters, Local 391

CASE 10-CA-157476

☒ REGIONAL DIRECTOR☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
WASHINGTON, D.C. 20570☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
WASHINGTON, D.C. 20570THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF MillerCoors, LLC

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.NAME OF
REPRESENTATIVE Doug Heckler and Leia DeVitaMAILING ADDRESS: 3939 West Highland Blvd. Milwaukee, WI 53201E:MAIL ADDRESS: Douglas.Heckler@MillerCoors.com and Leia.DeVita@MillerCoors.comOFFICE TELEPHONE
NUMBER: 414-931-3139 and 414-391-3596CELL PHONE
NUMBER: 414-841-5336 and 203-536-8932

FAX:

SIGNATURE: 
(Please sign in ink)DATE: 8/28/15

1) IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.



Ms. Jenny Dunn
National Labor Relations Board
Subregion 11
4035 University Pkey Ste 200
Winston Salem, NC 27106-3275

Re: MillerCoors, LLC
Case 10-CA-157476

Dear Ms. Dunn:

This letter is the statement of position by the Respondent, MillerCoors, in the above-referenced case. The charge alleges that MillerCoors (the "Company") violated Sections 8(a)(1), 8(a)(3), and 8(a)(4) when it threatened layoff in retaliation for union activity, rescinded its offer to move mechanics back to their original position because of union activity and NLRB activities, and refused to move mechanics back to their original position because of union activities and NLRB activities. The Employer denies the allegations of the charge and requests that it be dismissed because they are without merit or, in the alternative, they should be deferred under the NLRB's *Collyer* doctrine because they revolve around interpretation and application of contract language.

a. Background Facts

MillerCoors operates breweries in a number of locations throughout the United States, including Eden, North Carolina. Many of the Company's breweries are unionized, and have been so for many years. The International Brotherhood of Teamsters, Local 391, is the exclusive representative of the production and maintenance employees at the Eden brewery. The workforce has been unionized since the brewery opened in 1978, and there have been a series of labor contracts over the years between the Company and the Teamsters. The current labor contract became effective November, 23 2014 and expires November 18, 2017. It contains a typical grievance and arbitration procedure.

The allegations in this charge relate to the assignment of mechanics to do operator work. In many respects, this is a re-hash of the underlying issues in Charge No. 10-CA-150641, which was recently investigated by this Region. In that case, the Union alleged that the Company discriminated against employees by "failing to follow contractual seniority provisions" regarding the movement of mechanics to operator positions. Some of those allegations were dismissed, others were found to be not timely, and some allegations were deferred to arbitration. In the instant case, the Union tries for another bite at the apple, claiming that during an ongoing series of conversations between a manager and union stewards regarding the ongoing difference of opinion about mechanics working as operators, the manager made a "threat" because of union activity or NLRB activity. The facts do not support this

allegation. The manager's comments were innocuous and hypothetical in nature, as (b) (6), (b) (7)(C) was trying to flesh-out the various options under consideration. The comments were non-threatening and non-retaliatory.

The assignment of mechanics to perform operator work has been an important operating practice at the Eden brewery since 2005. During negotiations for the 2005-2008 labor contract, a primary focus of the negotiations, and the subject of many bargaining sessions, was transitioning the brewery to a more efficient and streamlined operating model by applying principles known as World Class Manufacturing ("WCM"). Fundamental WCM principles include: production lines should be operated by employees working in teams which include both operators and mechanics, operators are responsible for performing a number of maintenance-related tasks on the production equipment, and maintenance people are assigned as needed to do operator work. The interchangeability of job assignments provides the employees on the work team with broader, fuller knowledge and skills, and enables greater flexibility and efficiency.

After WCM was implemented, there was a dispute between the Company and the Union over the breadth and scope of the relevant WCM language in the labor contract. This dispute went through the grievance and arbitration process set forth in the collective bargaining agreement, and in 2008 an arbitrator confirmed the Company's right to have mechanics perform operator work.

The assignment of maintenance employees to operator duties is permitted under Article 2 and Section 6.1(3) of the collective bargaining agreement. In 2008, the Union went to arbitration over the issue whether the Company violated the collective bargaining agreement when it assigned packaging maintenance employees to relieve packaging operators for periods of a full day or more. The Union lost that arbitration case, with the arbitrator finding that under the relevant contract language, these two classifications of employees are fungible. If the Union disputes this, it should bring the claims through the grievance and arbitration process set forth in the collective bargaining agreement.

The Teamsters represent a single bargaining unit of mechanics and operators. Therefore there are inherently competing interests within the members of the Union. Due to the World Class Manufacturing language, there is an ongoing battle between the interests of mechanics and operators depending on who is in leadership. For example, the previous (b) (6), (b) (7)(C) was an operator and encouraged mechanics and operator to each perform both mechanic and operator tasks.

In a desire not to layoff employees, the Eden Brewery instead shifts employees to operator and mechanic tasks based on the need of the brewery. A mechanic who is assigned to operator duties on a long term basis is saved from a layoff when there are not available mechanic duties. This practice allows a mechanic to keep their shift, mechanic seniority and mechanic pay. If the Eden Brewery did not follow this practice, it would have to layoff mechanics and then recall them as operators. This would result in mechanics being laid off, losing their seniority, shift selection, and mechanic pay, only to then be recalled from layoff as operators.

b. Retaliatory Statement

(b) (6), (b) (7)(C) is (b) (6), (b) (7)(C) in the Eden Brewery. (b) (6), (b) (7)(C) is responsible for (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), in (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) job requires (b) (6), (b) (7)(C) to ensure that high quality products are packaged cost effectively through maximizing operational efficiency and reliability. (b) (6), (b) (7)(C) did not threaten to layoff any union employee. A comment was made by (b) (6), (b) (7)(C) about not wanting employees to be laid off as an unintentional consequence to a suggestion made after a series of conversations with union stewards regarding moving employees from maintenance duties to operator duties.

On April 28, 2015, (b) (6), (b) (7)(C) met with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) to discuss five mechanic employees being assigned to work as operators on a temporary basis. Initially, (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) could move the employees to operator duties under the contract. However, in follow-up conversations, (b) (6), (b) (7)(C) back-pedaled, and voiced objections to this, and wanted to work with (b) (6), (b) (7)(C) to find a different resolution. (b) (6), (b) (7)(C) met with (b) (6), (b) (7)(C) again on April 30, 2015, May 1, 2015, May 11, 2015, and May 12, 2015 to try and find common ground on a compromise that would work for both parties.

During these meetings (b) (6), (b) (7)(C) discussed several possibilities surrounding moving the five mechanic employees to operator positions. A suggestion was made to only move two of the five employees to operator duties, and another suggestion was to move the five employees to operator duties for one month and then evaluate their performance every two weeks. (b) (6), (b) (7)(C) expressed concern because (b) (6), (b) (7)(C) had not met with the Union's (b) (6), (b) (7)(C) regarding this issue. (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) feared that if they came to an agreement it might be overturned by (b) (6), (b) (7)(C) or Vernon Gannon, the Secretary/Treasurer of the Union.

In (b) (6), (b) (7)(C) last meeting with (b) (6), (b) (7)(C) on May 12, 2015, (b) (6), (b) (7)(C) firmly proposed that all mechanics be assigned back to mechanic duties and no mechanic be assigned to operator duties. (b) (6), (b) (7)(C) reviewed the staffing matrix with (b) (6), (b) (7)(C) and pointed out that there would be more mechanics than mechanic positions in the Packaging Department. In other words, if (b) (6), (b) (7)(C) moved all mechanics back to mechanic duties instead of operator duties, there would be more mechanics than positions, forcing a layoff. (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) what would happen if (b) (6), (b) (7)(C) had too many mechanics for positions and told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) did not want to layoff any mechanic. (b) (6), (b) (7)(C) had no intention of laying off any employee. Rather, (b) (6), (b) (7)(C) raised the hypothetical simply to point out to (b) (6), (b) (7)(C) that if (b) (6), (b) (7)(C) moved all mechanics out of operator duties a layoff would be necessary. The Union now contends that this was a threatening and retaliatory statement. The evidence does not sustain that allegation. (b) (6), (b) (7)(C) was merely pointing out an unintended consequence of a scenario presented by two union (b) (6), (b) (7)(C) during a series of long discussions regarding mechanics performing operator work. This statement was not intended to be a punishment for any union activity. In fact, (b) (6), (b) (7)(C) intentions were to the contrary – (b) (6), (b) (7)(C) was trying to find a way to assure that no employees would be laid off.

c. Movement of Mechanics Back to Original Positions

(b) (6), (b) (7)(C) and the Eden Brewery did not agree to any plan that would return mechanics back to their prior positions. (b) (6), (b) (7)(C) discussed moving five mechanics to operator positions with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) along with several alternatives to moving them. (b) (6), (b) (7)(C) did not propose moving mechanics back to the prior positions, but discussed this option with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) after they suggested it. However, nothing was finalized or proposed to the Union. (b) (6), (b) (7)(C) could not have rescinded any offer to place mechanics back to their prior position because no offer was made.

(b) (6), (b) (7)(C) did not provide the Union with any documentation regarding moving mechanics back to operator duties. (b) (6), (b) (7)(C) verbally told (b) (6), (b) (7)(C) during their meeting on May 12, 2015 that they wanted mechanics placed within the Packaging Department. (b) (6), (b) (7)(C) merely suggested this as an option and did not discuss details on how it would be accomplished. No outline on how the suggestion would take effect was presented to either the Union or to (b) (6), (b) (7)(C). The suggestion of moving mechanics back to the prior position was merely one of many possibilities discussed during these meetings. While no outline was provided during these discussions, (b) (6), (b) (7)(C) did provide a rough draft of a performance review form that would be used for all employees.

Eden Brewery has the right of assignment and, per the contract, can assign mechanics to operator duties. This Union has a history of disagreeing with the Company's rights in this regard and trying to find different ways to challenge those rights and to minimize the impact of the 2008 arbitration decision. It is disingenuous for the Union to use a good faith discussion of issues by a manager with stewards, taking comments out of context, and claiming those comments establish a threat or retaliation. In fact, it is for this reason that the rule exists in arbitration and in court proceedings that statements made by parties during settlement discussions cannot be subsequently used in a hearing by either party against the other.

The Union's charge is without merit and should be dismissed. In the alternative, the Company believes that issues related to the ongoing disagreement over mechanics doing operator work are appropriate for the NLRB to defer to arbitration under the grievance and arbitration mechanism in the labor contract.

Sincerely,

Leia DeVita
Labor Relations Specialist
MillerCoors
3939 West Highland Blvd
Milwaukee, WI 53201

MillerCoors, LLC
Case 10-CA-150641
Attached Documentation

1. Any documents in the Employer's possession concerning movement of mechanics to operator positions on a more than temporary basis, including but not limited to any written guidelines for such transfers.
 - Article 2 of the CBA
 - Section 6(3) of the CBA
 - 2008 Arbitration Decision
2. Documents, including but not limited to employee work schedules and payroll records, that will show any Employer movement of mechanics to operator positions at the Employer's Eden, North Carolina facility, since November 1, 2014.
 - (b) (6), (b) (7)(C) Schedule since 11/1/2014 as of 7/15/2015
 - (b) (6), (b) (7)(C) Schedule since 11/1/2014 as of 7/15/2015
 - (b) (6), (b) (7)(C) Schedule since 11/1/2014 as of 7/15/2015
 - (b) (6), (b) (7)(C) Schedule since 11/1/2014 as of 7/15/2015

*These records show that on days when these employees were assigned operator work, they remained classified as mechanics (see column 5).
3. Any documents that will show or explain the Employer's need to move mechanics to operator positions at the Eden, North Carolina facility, since November 1, 2014.
 - None
4. Records that will show the job classifications, such as mechanic or operator, of all unit employees employed at the Employer's facility in Eden, North Carolina at any time since November 1, 2014.
 - Union Seniority Report as of 7/15/2015
5. Any and all correspondence between the Employer and Union concerning the movement of mechanics to operator positions at the Employer's Eden, North Carolina facility.
 - Multiple grievances and grievance decisions
6. The Employer's written guidelines and/or requirements for selection to the PEST/BEST team.
 - Email description of interview process
 - Letter of Agreement Number 18
7. Any and all grievances that have been filed, and documents showing any meetings and their current status, concerning the allegations of this charge, including but not limited to all grievances filed over the movement of mechanics to operator positions in Eden, North Carolina, the Employer's decision as to the PEST/BEST team, and any threat to lay off employees in response to union activities.
 - See response to request 5
 - Email and attachment describing meeting with (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) Position
8. Any and all applicable sections of the parties' collective-bargaining agreement that are pertinent to the allegations of the charge.
 - See response to request 1 and 6
 - Letter of Agreement Number 1

9. The Employer's signed Request for Deferral form, should it assert that deferral of this charge to the grievance procedure is appropriate.
 - Attached
10. Documentary evidence including documents relating to the Employer's decision not to place (b) (6), (b) (7)(C) on the Emergency Response Team.
 - None
11. Copies of disciplines issued to (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C), 2014.
 - Verbal Warning, Written Warning, and Suspension dated (b) (6), (b) (7)/14
12. Correspondence between (b) (6), (b) (7)(C)/the Union and the Employer about the (b) (6), (b) (7)(C)
 - Email from (b) (6), (b) (7)(C) dated 3/5/2015
 - Letter from (b) (6), (b) (7)(C) dated 3/11/2015
 - Letter from (b) (6), (b) (7)(C) dated 3/11/2015
 - Email from (b) (6), (b) (7)(C) dated 3/11/2015
13. Correspondence between (b) (6), (b) (7)(C)/the Union and the Employer about the function at (b) (6), child's school.
 - Email from (b) (6), (b) (7)(C) dated 4/15/2015
14. Documents relating to the Employer's refusal to consider (b) (6), (b) (7)(C) for the Asset Care Planner Position
 - Email of employees considered for the Asset Care Planner Position
15. Copies of any grievances filed in these matters.
 - Multiple grievances and grievance decisions

cooperative spirit and common goals espoused by this Section are desirable and will have a positive impact on employees, the productivity and the viability of the Eden Brewery.

The parties agree to establish a committee comprised of representatives from management and the Union. Each party will select their own representatives. This committee will meet to discuss initiatives related to the principles of this Section, and will oversee the implementation of the WCM process. Further, this committee will attempt to resolve issues that may arise from this Section. Regular meetings will be scheduled unless the parties agree not to meet.

It is understood that the committee shall not re-negotiate terms and conditions of the Agreement, nor affect the legal relationship between the parties. Nothing contained herein will limit the rights of the Company or Union under the Agreement.

ARTICLE 2 MANAGEMENT

Except as otherwise expressly or implicitly limited by this Agreement, the management of the Company's plant and business and the direction of the working force including the right to plan, direct, and control operations and use all equipment and other property of the Company; hire, discipline, or discharge employees for just cause; transfer or relieve employees from duty for lack of work or other legitimate reasons; the right to study or introduce improved production methods or facilities; and the right to establish and maintain reasonable rules and regulations covering the operation of the plant are vested exclusively in the Company, provided that these rights shall not be exercised in any manner

which would constitute a breach of any other article of this Agreement.

All functions of management not herein otherwise relinquished or limited shall remain vested in the Company.

Any alleged breach of the Agreement by virtue of the exercise by the Company of any of the above specified rights may be subject to challenge by the Union by resort to the grievance procedure contained herein.

ARTICLE 3 UNION ACTIVITY

Section 3.1 UNION MEMBERSHIP

The Company shall give all new employees a copy of this Agreement and will suggest to each new employee at the time of his employment that he/she voluntarily sign the application card for membership in the Union and execute an authorization for the checkoff of Union dues and initiation fee on the forms furnished by the Union. A copy of such authorization card shall be forwarded to the Financial Secretary of the Local Union along with the membership application of such employee.

The Company and its supervisors shall not discriminate against any employee because of Union membership or activity.

Section 3.2 UNION SHOP

If the Union Shop becomes permissible, a Union Shop provision shall be included in the labor agreement. Said Union Shop provision shall be negotiated during the period between the date upon which the necessary

6.1(3) Within Brewing and within Packaging, the Company may assign any tasks previously performed by operators to maintenance employees and may assign any tasks previously performed by maintenance employees to operators, based on the Company's determination they have the skills to perform the work. Except as stated above, employees in each work group and work skill group shall continue to perform work they have traditionally been assigned. However, such work may be reassigned or shared between the Production and Maintenance Departments and between work skill groups within the Maintenance Department if the work is minor in nature, and does not require the specialized skill or knowledge of the employees in the work group who previously performed the work.

6.2 LOSS OF SENIORITY

The seniority of an employee shall terminate upon the occurrence of any of the following events:

1. Quit or discharge for just cause.
2. Layoff in excess of twenty-four (24) months.
3. Failure or refusal to report for work upon receipt of recall notice by the employee as stated in Section 9.2, Recall.
4. Failure to report at the termination of a leave of absence.
5. Periods of absence for more than two (2) years due to illness or disability, except when disability is a result of compensable injury. The above two (2) year period may be extended by the Company for an additional year for employees with five (5) or more years of seniority upon a showing of medical evidence of continued disability.

MILLER BREWING COMPANY

and

TEAMSTERS LOCAL UNION 391

FMCS (b) (6), (b) (7)(C)

DECISION
OF
ARBITRATOR

Arbitrator: Glen M Bendixsen

John F. Wymer, III (Counsel for the Company)
J. David James (Counsel for the Union)

OPINION

BENDIXSEN, Arbitrator: Pursuant to the parties' collective bargaining agreement (November 21, 2005 through November 16, 2008), and selection of an arbitrator through the Federal Mediation and Conciliation Service, hearing was held in this case in Greensboro, North Carolina. The parties appeared through counsel and presented oral and documentary evidence, and argument. A transcript of the hearing was made, and post-hearing briefs were filed.

THE ISSUES

The Union states that the issues are as follows:

Did the Company breach the Collective Bargaining Agreement by assigning packaging maintenance employees to relieve packaging operators for periods of more than a full day or more. If so, what remedy should be awarded the Union?

The Company states that the issue for determination is as follows:

Is the Company's right to relieve production workers in the packaging department with maintenance employees in the packaging department limited to periods of less than a full day?

CONTRACT PROVISIONS IN ISSUE

Article 6 of the parties' contract addresses seniority. This case involves amendments to Section 6.1(3) to which the parties agreed when they negotiated their current agreement. In the previous contract Section 6.1(3) read as follows:

Employees in each work group and work skills group shall continue to perform work they have traditionally been assigned. However, such work may be reassigned or shared between the Production and Maintenance Departments and between work skill groups within the Maintenance Department if the work is minor in nature, and does not require the specialized skill or knowledge of the employees in the work group who previously performed the work.

The parties agreed to amend Section 6.1(3) as follows;

The Company may assign any tasks previously performed by packaging operators to packaging maintenance employees and may assign any tasks previously performed by packaging maintenance employees to packaging operators, based on the Company's determination they have the skills to perform the work. Except as stated above, employees in each work group and work skills group shall continue to perform work they have traditionally been assigned. However, such work may be reassigned or shared between the production and maintenance departments and between work skill groups within the maintenance department if the work is minor in nature, and does not require the specialized skill or knowledge of the employees in the work group who previously performed the work.

This amendment essentially retained the language of Section 6.1(3) but prefaced with a new first sentence followed by introductory phrase, "Except as stated above." Discussions prior to submitting the new contract for ratification led the parties on July 13, 2006, to enter into a "Letter of Agreement." This was deemed a "protection" letter and in pertinent part, stated as follows:

* * *

The Company affirms that as a direct result of the provisions of Article 6, Section 6.1(3) no employee on the payroll on July 17, 2006, will be involuntarily laid off. During other periods of involuntary layoffs (of employees on the payroll on July 17 2006), the Company agrees not to assign maintenance employees to relieve production operators for long term leaves, vacations, or relief periods which involve lunch or breaks. All other WCM initiatives will continue.

* * *

THE EVIDENCE

The parties submitted evidence describing production and maintenance employees covered by collective bargaining agreements in six Company breweries across the country. This dispute involves the production and maintenance unit at the Company's Eden, North Carolina brewery and, more specifically, the employees in that unit who do "packaging" work. The development which gave rise to the dispute was the Company's primary demand during the parties' 2005-2006 negotiations over a successor contract.

In those negotiations the Company explained a "World Class Manufacturing" plan which it had initiated at other breweries and wanted to initiate at the Eden brewery. The two main aspects of "WCM" are training employees in additional skills to qualify them for additional forms

of work; and, eliminating contractual job restrictions which restrict them from performing work they are qualified to perform. Under the parties' contract the Union is the exclusive representative of both production and maintenance employees in a single bargaining unit. Article 6, the seniority provisions, specifies that for seniority purposes there are two departments, Production and Maintenance, each with its own seniority list. In separate provisions (that in the current contract appear to be unchanged) both departments are divided into several "groups." In the Production Department "Packaging" is one of the five "work groups." The production employees who operate packaging machines (for example for bottles and cans) are also referred to as "package operators."

In the Maintenance Department there are four "work skill groups" (Mechanical, Electrical, Powerhouse Operator/Mechanic, Oiling). Each of these groups are broken down into subgroups according to their responsibility. Mechanical, Electrical, and Oiling each include "packaging" subgroups that maintain equipment used in packaging.

Under the parties' contract the wages of Production employees are slightly lower than the wages of Maintenance employees.

There is testimony that the Eden brewery has about 500 production and maintenance employees working on three shifts and that a majority of these comprise a "packaging department." Presumably this is a shorthand description of the groups of employees performing packaging related functions, as related above, in both the Production and Maintenance Departments.

Both parties began negotiations in 2005 with the understanding that the implementation of WCM at the Eden brewery was impeded by Section 6.1(3) of the existing contract. As set

forth above, that section specified that production and maintenance employees "would continue to perform the work they have traditionally performed." It allowed reassigning or sharing of work between the two groups only when the work was "minor in nature," did not require the skills of the displaced employee, and was related to the work done by the displacer's work group. The barrier this provided to WCM is illustrated by the Company's first proposal on November 14, 2005, to amend Section 6.1(3) to read as follows:

Nothing in the Agreement or in any grievance settlement or other agreements or documents of any kind to the contrary nor in any associated practice (written, oral, or implied) to the contrary, shall in any way restrict or preclude the Company's assignment of any tasks previously performed by operators to maintenance employees or assignment of any tasks previously performed by maintenance employees to operators.

(b) (6), (b) (7)(C), is the Company's (b) (6), (b) (7)(C) and was the (b) (6), (b) (7)(C) in the Eden brewery negotiations. (b) (6) testified that this first proposal was to implement WCM by cross-training of production and maintenance employees so that without limitation either group could cover for the other. It was one modeled, (b) (6) testified, on the analogous provision which the Company a year earlier had successfully negotiated with the union (IAM) which represents the Company's production and maintenance employees in a single unit at the Company's Albany, Georgia, brewery.

The Union negotiators, primarily Business Agent Vernon Gammon (assisted in some sessions by Union President Jack Cipriani) flatly rejected this proposal on the ground that it could enable the Company to reduce substantially the number of machine operators in the Production Department. Gammon, supported by other Union witness, testified how this could happen: the Company had traditionally assigned to each work line two "utility operators" who

were available to fill in for operators during lunch and work breaks and, apparently as well, for weeks at a time when operators were on vacations or leaves of absence. Assertedly the Company's Section 6.1(3) proposal authorizing maintenance employees to fill in for operators as utility operators had been doing would have allowed the Company by attrition or otherwise to do away with the 50 or so utility operators and perhaps as many as 100 operators overall. Moreover, according to that testimony, operators who filled in by working overtime would lose that work to maintenance employees.

During ensuing negotiations the Company did not submit another amendment to Section 6.1(3) until February 1, 2006. On that date its second proposal merely added to the end of the rejected first proposal the following language:

* * * or the assignment of any tasks between the work skills within the maintenance department based on the Company's determination that they have the skills to perform the work.

The Union rejected this proposal on the ground that the retention in Section 6.1(3) of the first proposal's language would have the same objectionable result of reducing the number of operators and their overtime opportunities. The record does not shed much light on the course of subsequent negotiations but does show that the Union continued to oppose a Company insistence that to implement WCM it had to have unrestricted rights to interchange production and maintenance employees. To that end on June 8, 2006, the Company renewed its second proposal, which the Union again rejected. The evidence shows that at one negotiating session it was clear that the Company was not just seeking the right to exchange employees during lunches and breaks, leading a Union negotiator (Business Agent Gammon) to observe that "we

understand your proposal. You want mechanics [maintenance employees] to fill in when and where you want."

In the June 8th bargaining session the Company and the Union exchanged documentation addressing their respective views on the Union's concern whether amending Section 6.1(3) to effectuate WCM would result in layoffs. The Union document recited that the parties had agreed that the Company "will not lay-off any employee as a direct result of the implementation of the provisions of * * * [WCM]."; and, that during "non WCM layoffs, no maintenance employee will be assigned to relieve production operators for relief periods involving lunch or breaks."

The Union document contained a paragraph which stated as follows:

Employees in each work group and work skill shall continue to perform the work they have been traditionally been assigned. However, the Company may assign any task previously performed by operators to packaging maintenance employees or any task previously performed by packaging maintenance employees to operators.

The truncated notes in the record of the June 8 bargaining session focus on these documents and include Union President Cipriani's statement that he thought they made the parties' agreements "ironclad" as to layoffs. Company (b) (6), (b) (7)(C) testified that in sidebars during that bargaining session (b) (6) reiterated to Union President Cipriani that the Company's position on amending Section 6.1(3) to permit exchange of employees "was not limited to lunches and breaks." Union (b) (6), (b) (7)(C) testified that at the bargaining sessions (b) (6) attended it "was pretty clear" that the Company was seeking an "unlimited right" to exchange production and maintenance employees. Union Business Agent Gammon testified that in Company "proposals from day one (b) (6) always said "its more than lunches and breaks." though there was very little "talk about leaves and things." Cipriani testified that the Union

"never agreed" as to cover * * * for long term leaves and absences and vacations." (b) (6), (b) (7)(C) testified, however, that every time the Union negotiator mentioned lunches and breaks (b) (6) told them "they should clearly understand, we are not just talking breaks and lunches. Vacation is very important to our side. We can't work without it. Its an integral part of WCM."

At a bargaining session on June 9, the day after the session focusing on layoffs, the Company presented a 4th proposal on Section 6.1(3). This reduced that Section to one sentence which permitted unlimited interchange between production and maintenance employees who had the requisite skills. This appears to reflect partially the Union's stated position in the paragraph from the Union's layoff document, quoted above. The significant difference is that the Union position on June 8 limited such interchange to employees engaged in packaging.

In a bargaining session on June 15, the Company submitted a proposal which added to the June 9 proposal a sentence from an earlier proposal which permitted exchange of employees among skill groups in the Maintenance Department to perform minor work not requiring specialized skills.

At the following days bargaining session on June 16 the parties agreed on three changes to the previous day's proposal that made this 6th Company proposal for Section 6.1(3) one that was acceptable to both parties. The first sentence was qualified by limiting it to employees in both Departments who perform packaging work. The Company's acquiescence to this limitation appears to reflect the reality that a majority of the employees in the unit were involved in packaging.

The second change in the Company's final proposal was the insertion of a second sentence as follows: "Except as stated above, employees in each work group and work skill

group shall continue to perform work they have traditionally been assigned.” This, other than the first four words, is the first sentence of Section 6.1(3) in the expiring contract, and its inclusion was insisted upon by the Union negotiators. Their testimony suggests that they sought this language as a barrier to having maintenance employees overwhelm production operators about which, as stated above, they had voiced concerns. Company negotiator (b) (6), (b) (7)(C) testified to the effect that because the first sentence in the new Section 6.1(3) permitted the Company to treat packaging employees as “interchangeable,” the second sentence was put in to show that the Company agreed that as to all other production and maintenance employees, the practice under the old contract would continue; furthermore, that this is confirmed by the last sentence which specifically continues the practice under the old contract of cross-assigning employees in the Production and Maintenance Departments and within the latter department to do “minor work” subject to some limitations.

Before submitting the new contract for unit ratification the Union sought changes in the Company’s June 8 layoff “protection” letter pledging there would be no layoffs resulting from implementation of WCM. This resulted in the Company agreeing to expand the protection in the parties’ Letter of Agreement dated July 14, 2006, set forth earlier. This expanded letter pledges that when layoffs are for other reasons the Company would not assign maintenance employees to relieve production operators “for long term leaves, vacations or relief periods which involve lunch or breaks.” (b) (6), (b) (7)(C) testified that this addressed the Union’s concern that when factors other than WCM cause a layoff, it should not be aggravated among production operators by assigning maintenance employees to relieve operators during those periods. The Company decided to do that now, (b) (6) testified, “rather than fight about it in the future.”

At the time of the hearing, no employee in the bargaining unit hired since the Letter of Agreement has been laid off. Though not definitive, this may reflect that during this period substantial number of unit employees have been diverted into WCM training sessions.

The parties stipulated some of the similarities and differences between collective bargaining at Eden and five other Company breweries. Like Eden, three other breweries have wall-to-wall Production and Maintenance bargaining units: Albany (Georgia), Fort Worth (Texas) and Trenton (Ohio). At the two other breweries in Irwindale (California) and Milwaukee (Wisconsin) the production and maintenance employees are in separate bargaining units represented by different unions.

At Fort Worth the single production and maintenance unit is also represented by a Teamsters local. At Irwindale the separate production unit is represented by a Teamsters local. Union President Cipriani is a Teamsters International official. As such he has been involved in or familiar with negotiations at those breweries where the Company negotiated with the Teamsters locals to implement WCM by similarly amending contractual provisions which are comparable to Section 6.1(3). In his testimony Cipriani revealed his familiarity even as to breweries where the Teamsters are not a bargaining representative.

Near the end of the hearing the parties stipulated that the Company had been successful at other wall-to-wall production and maintenance units, like Eden here, to obtain the contract right to interchange the two groups of employees. However, unlike Eden, at these other breweries that right is not limited to packaging employees. In Fort Worth the Teamsters local agreed to the following provision: "The Company may assign any task performed by maintenance employees to operators." In Albany the union (IAM) agreed to an almost identical provision. Although not

included in the stipulation, the Union has not challenged the Company's assertion that at Trenton the contract with the production and maintenance employees' single bargaining representative provides for unlimited exchange between those employees.

Where multiple unions represent those employees the Company has not been that successful. In Irwindale, where the Teamsters local represents only the production employees, the contract provides that maintenance unit employees may operate equipment normally operated by production unit employees only in specified circumstances, including "to cover for breaks, lunches, and training purposes." At Irwindale the Company also provided a layoff protection agreement, narrower than the one here, specifying that during some involuntary layoffs maintenance employees would not be assigned to relieve production operators "for relief periods which involve lunches or breaks." At Milwaukee, where the production and maintenance employees are in separate bargaining units represented by different unions, the contract limitations on interchange of employees apparently is the same as Irwindale.

A few months after the new contract went into effect at Eden, the Company began implementing WCM by providing cross-training among production and maintenance employees and cross-assigning packaging employees. This was not just for relief during lunches or breaks. It was also for full days and for a week or more for employees, for example, on vacation. (b) (6), (b) (7)

(b) (6), (b) (7)(C) testified that this was the reason the Union file two successive and identical grievances alleging that under the parties' contract packaging employees could relieve other packaging employees for lunches or breaks, but not for a full day or week. The Company denied the grievances, citing the first sentence of amended Section 6.1(3) as a new authorization for

packaging employees in both production and maintenance to be used "interchangeably." This, the Company stated, was agreed upon to "set the foundation" for WCM at the Eden brewery.

THE POSITION OF THE PARTIES

The parties' positions may be summarized as follows:

The Union: In the 2005 negotiations a primary goal of the company was to amend Section 6.1(3) in a manner which would implement WCM at the Eden brewery. To do this it repeatedly proposed amendments which would commit the Union to having the production and maintenance employees interchangeable in 8 of the 9 job functions those employees performed. The Union flatly rejected these proposals as contrary to the distinctiveness of the Production and Maintenance Departments' respective work and skill groups. The Union was aware of the Company's successful negotiations of such a union commitment at the Albany and Fort Worth breweries. To avoid such a contractual provision the Union insisted that Section 6.1(3) continue to provide that "employees in each work group and work skill shall continue to perform the work they have traditionally been assigned." Under the prior contract that language prohibited interchangeability of employees with the stated and qualified exception of cross-assignments to perform minor functions. The retention of that language in the new contract was a breakthrough. It indicated that the Company had backed off a demand for interchangeability of such duration that it would remove an employee from the group or work skill he had traditionally performed. Another breakthrough was the parties' agreement to amend Section 6.1(3) so that any increase in interchangeability would apply only to packaging employees.

The Company's initial implementation of Section 6.1(3) after the successor contract went into effect shows that these breakthroughs were not intended to permit cross-assignment of packaging employees for a duration which removed an employee from his/her traditional work assignment. For a period of time the Company did limit cross-assignments to minor tasks and hourly absence because of lunches and breaks. For the remainder of the day the replacement employee performed work traditionally assigned. Then, after a period of several months the Company began cross-assigning for full days and weeks, to replace employees on leave or vacation

This virtually unlimited application of Section 6.1(3) violated the terms of 6.1(3) and its bargaining history. Throughout the negotiations the Union responded to the Company's insistence that to implement WCM it needed broad rights of cross-assignment (including replacements during leaves and vacations) by countering that the Union would only agree to such assignments for relief during lunches and breaks. No evidence in the record shows that the Union abandoned that counter-demand after agreeing to the Company's final proposal retaining, as the Union insisted, the language on preserving traditional work assignments. The contrary is not shown by the provision in the parties' post-agreement layoff protection letter stating that during involuntary layoffs the Company would not cross-assign maintenance employees for "long term leaves, vacations, or relief periods which involve a lunch or break." As Cipriani, Union president and negotiator testified, at that stage the Union knew that Section 6.1(3) did not incorporate the Company's position on leaves and vacations. Getting the Company to agree to abandon that position as regards maintenance employee assignments during certain layoffs was "just icing on the cake."

The Company: The first and new sentence to Section 6.1(3) is a plain and unambiguous grant to the Company of the unqualified right to cross-assign packaging employee who have the skills to perform the work. A determination to limit its application to relief assignments during lunches and breaks would violate the principle that clear contract language must not be nullified by adding or detracting from its plain meaning by reliance on extrinsic evidence.

In any event, evidence revealing the parties' negotiations overwhelmingly shows the purpose of the Company proposal to add the new first sentence to Section 6.1(3). It was to authorize the training and assigning of packaging employees in the Production and Maintenance Departments to make them interchangeable without the restriction to cross-assignment during lunch and breaks which the Union proposed; furthermore, Company negotiators both rejected that proposal and stated repeatedly that, to implement WCM, its proposals for Section 6.1(3) provided for unrestricted relief assignments including leaves and vacations.

The second sentence to Section 6.1(3) retains the prior contract's commitment that employees will continue to perform their traditional assignments. However, this is now designated an "exception" to the grant in the first sentence. Together with the concluding sentence retaining the right to cross-assign minor work, these two carryover provisions from the previous contract reflect the course of the negotiations: that as to employees other than packaging employees the Company was essentially willing to cross-assign as previously permitted.

The Union's purported subjective intent not to agree beyond relief for lunches and breaks is, even if the case, unavailing. The parties are bound by an objective determination of their

positions in negotiations and a common sense interpretation of the contract language to which they agreed.

The layoff protection letter does not support the Union's claim. The Company's initial proposal was not to layoff any current employee as a result of the implementation of WCM under the newly negotiated Section 6.1(3). The addition sought by the Union merely guarantees that during involuntary layoffs the Company would not use maintenance employees to fill in for, among other periods, leaves and vacations. This guarantee would be nonsensical if Section 6.1(3) did not give the Company the right to use some maintenance employees (packaging) for leaves and vacations.

Similar and WCM related provisions like Section 6.1(3) in Teamster contracts at other breweries show the Union negotiators were well aware of how to obtain contract language limiting the interchangeability of unit employees. Union President and negotiator Cipriani was party to negotiations at Irwindale where the contract negotiated expressly limits interchangeability to the short periods of lunches and breaks. Cipriani was also a negotiator at Fort Worth where the Teamsters agreed to cross-assignment of production and maintenance employees, without inclusion of a lunches and breaks restriction. Thus during the Eden brewery negotiations here the Union was well aware that without such restriction Section 6.1(3) would give the Company broad rights similar to those it has at Fort Worth.

The adverse consequences which the Union predicted would result from a broad implementation of Section 6.1(3) have not eventuated. The Union concedes it is not grieving over any "losses." There have been no layoffs or loss of overtime nor the predicted erosion of production employees by maintenance employees doing some of their work. The evidence

shows, moreover, that packaging employees in Production are now doing 20% of maintenance orders. That percentage will increase as cross-training for WCM advances.

CONCLUSIONS

It is an established principle that explicit and unambiguous contract language must be followed. This rests on common sense. For where the parties have mutually chosen operative language which plainly manifests their mutual intent going beyond that language is impermissible because it could thwart that intent. That degree of explicitness is not established, however, when contract terms may be reasonably construed to have more than one plausible meaning. In that case, an ambiguity is presented. This justifies looking at facts which may resolve that ambiguity by shedding light on the parties' mutual intent. This includes statements of the parties made at pre-contract negotiations, bargaining history, and past practice. The authorities cited by the parties indicate that these are the principles they wish to have applied here.

The parties appear to agree that in amending Section 6.1(3) the last two carryover sentences were intended to maintain the parties' practice under the previous contract (2001-2005) of cross-assigning production and maintenance employees on a limited basis. This seems to be contemplated by the last sentence which continues to authorize cross-assigning production and maintenance employees to do "minor work" by an employee who does "related" work. This surely requires extrinsic evidence to determine the plausible meaning of those terms. However, such evidence was not offered and the parties put little if any significance on this last sentence.

The Union places critical reliance on the first carryover sentence declaring that employees will "continue to perform the work they have been traditionally assigned." Whatever the explicitness of the provision, both parties interpret it on the basis of their practice under the prior contract. The record evidence and their arguments show that production employees were assigned maintenance tasks and vice versa only as a practical means of timely and efficiently providing relief for employees on lunches and breaks, and perhaps other short periods during a shift. It is a reasonable inference that the limits on cross-assignments were further limited by the fact that generally employees had not been cross-trained to perform work outside of their job classification.

It was precisely this limiting factor that the Company in the 2005 negotiations decided it had to lift if WCM was to be implemented at the Eden brewery. Therefore, as it had at some other breweries the Company proposed changes in Section 6.1(3) which provided an opportunity to cross-train production and maintenance employees to qualify them to be interchangeable; and, furthermore which lifted the restriction in Section 6.1(3) which could restrict them from performing work they would now be qualified to perform. After a few explanatory proposals to which the Union would not agree the Company proposed and the Union agreed to the new first sentence. On its face the language seems to clearly do just that as to employees assigned to and engaged in packaging related work in both the Production and Maintenance Departments—and who comprise a majority of that bargaining unit. To this considerable extent the Company obtained the contractual foundation for treating its production and maintenance packaging employees as fungible to implement WCM at the Eden brewery.

The above is true unless the Union can show that this is not the only plausible interpretation of Section 6.1(3)'s new first sentence. The gravamen of that Union's claim is that the fungibility the Company began to implement is prohibited by the retention in the second sentence of the commitment that employees will continue to perform work they have traditionally performed. Now, however, this is no longer the linchpin in Section 6.1(3). Rather, the linchpin is explicit provision in the added first sentence for unrestricted interchangeability of packaging employees, who comprise a majority of the bargaining unit, as long as they have the requisite skills. The commitment to have other unit employees continue to perform their traditional assignments is prefaced as an "exception" to this new grant of interchangeability.

Reliance is also misplaced on the parties' post-agreement layoff protection letter. There, the argument goes, the Company did not just agree not to use Section 6.1(3)'s WCM implementation provision (the new first sentence) to layoff incumbent employees. It also agreed that during involuntary layoff it would not assign maintenance employees to relieve production employees during both leaves/vacation and lunches/break. This is not, however, an indication that fungibility of packaging employees under Section 6.1(3) is limited to specified circumstances. Rather by negative implication it shows that under the first sentence of Section 6.1(3) the Company has a broad right of fungibility of packaging employees but was willing during involuntary layoffs not to exercise that right in specified circumstance.

There is significance, moreover, in the stance taken by the Union during negotiations leading to its agreement to the Company's proposed amendments to Section 6.1(3). The Union persisted in its counter-demand that fungibility be limited to relief assignments during lunches and breaks and repeatedly acknowledged its understanding that the Company was proposing

unlimited exchangeability, especially for relief during leaves and vacations. Yet the Union agreed to a final Company proposal which placed no limits, of duration or circumstances, on the cross-assignment of a majority of the employees in the bargaining unit. It also agreed to a layoff protection agreement which was premised on the assumption that the Company had that unrestricted right.

The pre-negotiation knowledge and experience of the Union negotiating team is also significant. Union President Cipriani, a member of the team and a Teamster International official, had participated in negotiations at other breweries. In one instance the Teamsters local had agreed to unlimited interchangeability for WCM purposes (Fort Worth) but in another instance (Irwindale) had succeeded in expressly limiting interchangeability for relief during "lunches, breaks, and training sessions." Cipriani was also aware of the course of similar negotiations over WCM implementation at the other three Miller breweries. As a result the Union negotiators here (at Eden) were well aware of what contract terms were necessary to limit interchangeability of production and maintenance packaging employees but signed a contract lacking those terms. It is beyond the province of an arbitrator to direct the Company, as the grievances demand, to implement that contract as if those terms were successfully negotiated.

AWARD

For the reasons stated in the foregoing Opinion, the grievance is denied.



Glen M Bendixsen
Arbitrator

Dated: (b) (6), (b) (7)(C) 2008

2.

View Schedules by Clock

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(b) (6), (b) (7)(C)

Date		Day	IE Status	IE WorkGroup	IE Job Desc	IE Job Code	Status	WorkGroup	Shift	Job Desc	Job Code	SO Status	SO WorkGroup	SO Job Desc	SO Job Code	This
11/01/2014	Saturday						SK	UNASSIGNED	2	Unassigned	000					
11/02/2014	Sunday															
11/03/2014	Monday	WH	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
11/04/2014	Tuesday	VR	B10	Unassigned	000	NS	C06	2	C06 Running Line Mechanic	3814						
11/05/2014	Wednesday	WH	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
11/06/2014	Thursday	VR	C07	Unassigned	000	NS	C06	2	C06 Running Line Mechanic	3814	SK	UNASSIGNED	Unassigned	000		
11/07/2014	Friday						NS	C06	2	C06 Running Line Mechanic	3814	VR	UNASSIGNED	C06 Running Line Mechanic	3876	
11/08/2014	Saturday						FC	B01	2	B01 Running Line Mechanic	3601	SK	UNASSIGNED	Unassigned	000	
11/09/2014	Sunday															
11/10/2014	Monday	SK	UNASSIGNED	Unassigned	000	NS	C06	2	C06 Running Line Mechanic	3814	VR	B11	Unassigned	000		
11/11/2014	Tuesday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
11/12/2014	Wednesday	FC	C05	C05 Running Line Mechanic	3786	NS	C06	2	C06 Running Line Mechanic	3814						
11/13/2014	Thursday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
11/14/2014	Friday	VR	UNASSIGNED	Unassigned	000	NS	C05	2	C06 Running Line Mechanic	3788						
11/15/2014	Saturday						SK	UNASSIGNED	2	Unassigned	000					
11/16/2014	Sunday															
11/17/2014	Monday						NS	C06	2	C06 Running Line Mechanic	3814	FC	C07	C07 Running Line Mechanic	3843	
11/18/2014	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	C06	2	C06 Running Line Mechanic	3814						
11/19/2014	Wednesday	RF	B10	B10 Running Line Mechanic	3734	NS	C06	2	C06 Running Line Mechanic	3814	VR	B10	Unassigned	000		
11/20/2014	Thursday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
11/21/2014	Friday	NA	AUXILIARY	C06 Running Line Mechanic	3788	NS	C05	2	C06 Running Line Mechanic	3788						
11/22/2014	Saturday						VR	UNASSIGNED	2	Unassigned	000					
11/23/2014	Sunday															
11/24/2014	Monday	WK	B03	B03 Running Line Mechanic	3633	NS	B08	2	B08 Running Line Mechanic	3692						
11/25/2014	Tuesday	VR	(b) (6), (b) (7)(C)	Unassigned	000	NS	B08	2	B08 Running Line Mechanic	3692	VR	B11	Unassigned	000		
11/26/2014	Wednesday	WK	B03	B03 Running Line Mechanic	3633	NS	B08	2	B08 Running Line Mechanic	3692						
11/27/2014	Thursday															Thank
11/28/2014	Friday															Thank
11/29/2014	Saturday															
11/30/2014	Sunday															
12/01/2014	Monday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
12/02/2014	Tuesday	FC	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
12/03/2014	Wednesday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
12/04/2014	Thursday	FC	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
12/05/2014	Friday	AC	C07	C07 Running Line Mechanic	3642	NS	B04	2	B04 Running Line Mechanic	3664						
12/06/2014	Saturday						VR	UNASSIGNED	2	Unassigned	000					
12/07/2014	Sunday															
12/08/2014	Monday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
12/09/2014	Tuesday	RF	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
12/10/2014	Wednesday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
12/11/2014	Thursday	VR	CAN_SHARED	Unassigned	000	NS	B04	2	B04 Running Line Mechanic	3664						
12/12/2014	Friday	RF	C07	C07 Running Line Mechanic	3843	NS	C06	2	C06 Running Line Mechanic	3814	SK	UNASSIGNED	Unassigned	000		
12/13/2014	Saturday						VR	UNASSIGNED	2	Unassigned	000					
12/14/2014	Sunday															
12/15/2014	Monday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
12/16/2014	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	C06	2	C06 Running Line Mechanic	3814	VR	B03	Unassigned	000		
12/17/2014	Wednesday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06 Running Line Mechanic	3814						
12/18/2014	Thursday						NS	C06	2	C06 Running Line Mechanic	3814					
12/19/2014	Friday						NS	AUXILIARY	1	General Packaging Labor	7156					
12/20/2014	Saturday															
12/21/2014	Sunday						NA	UNASSIGNED	2	Unassigned	000					
12/22/2014	Monday						NS	UNASSIGNED	2	Unassigned	000					
12/23/2014	Tuesday						NS	UNASSIGNED	2	Unassigned	000					
12/24/2014	Wednesday															Chisr
12/25/2014	Thursday															Chisr
12/26/2014	Friday															Chisr
12/27/2014	Saturday															
12/28/2014	Sunday															
12/29/2014	Monday						WK	B01	2	B01 Running Line Mechanic	3601					Chisr
12/30/2014	Tuesday						WK	C06	2	C06 Running Line Mechanic	3470					Chisr
12/31/2014	Wednesday															New Y
01/01/2015	Thursday															New Y
01/02/2015	Friday															
01/03/2015	Saturday															
01/04/2015	Sunday															
01/05/2015	Monday	VR	AUXILIARY	Unassigned	000	NS	C05	2	C05 Mech Maint Day Support	8176						
01/06/2015	Tuesday	VR	AUXILIARY	Unassigned	000	NS	C05	2	C05 Mech Maint Day Support	8176						
01/07/2015	Wednesday	VR	AUXILIARY	B10 Mech Maint Day Support	8373	NS	C06	2	C06 Running Line Mechanic	3170						
01/08/2015	Thursday	FC	B04	B04 Running Line Mechanic	3664	NS	C06	2	C06 Running Line Mechanic	3170						
01/09/2015	Friday	VR	UNASSIGNED	Unassigned	000	NS	C06	2	C06 Running Line Mechanic	3170						
01/10/2015	Saturday						VR	UNASSIGNED	2	Unassigned	000					
01/11/2015	Sunday															
01/12/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	C06	2	C06 Running Line Mechanic	3814	VR	B04	Unassigned	000		
01/13/2015	Tuesday						NS	C06	2	C06 Running Line Mechanic	3814	FC	C07	C07 Running Line Mechanic	3843	
01/14/2015	Wednesday						NS	C06	2	C06 Running Line Mechanic	3814	FC	C07	C07 Running Line Mechanic	3843	
01/15/2015	Thursday						NS	C06	2	C06 Running Line Mechanic	3814	NA	C01	C06 Mech Maint Day Support	8377	

01/18/2015	Friday	RF	B10	B10 Running Line Mechanic	3736	NS	C08	2	C08 Running Line Mechanic	3814	VR	UNASSIGNED	Unassigned	000	
01/17/2015	Monday					NA	C08	2	C08 Mech. Maint. Day Support	0377					
01/16/2015	Sunday														
01/15/2015	Monday														MLK
01/20/2015	Tuesday					NS	C06	2	C06 Running Line Mechanic	3814	FC	C06	C06 Running Line Mechanic	3814	
01/21/2015	Wednesday	RF	B01	B01 Running Line Mechanic	3601	NS	C06	2	C06 Running Line Mechanic	3814	VR	CAN_SHARED	Unassigned	000	
01/22/2015	Thursday	RF	B10	B10 Running Line Mechanic	3736	NS	C06	2	C06 Running Line Mechanic	3814	FC	C07	C07 Running Line Mechanic	3843	
01/23/2015	Friday	BK	UNASSIGNED	Unassigned	000	NS	C06	2	C06 Running Line Mechanic	3814	VR	UNASSIGNED	Unassigned	000	
01/24/2015	Saturday	BK	UNASSIGNED	Unassigned	000	FC	C08	2	C08 Running Line Mechanic	3870					
01/25/2015	Sunday					NA	C07	2	Unassigned	000					
01/26/2015	Monday					NS	C06	2	C06 Running Line Mechanic	3814	VR	UNASSIGNED	Unassigned	000	
01/27/2015	Tuesday	FC	B03	B03 Running Line Mechanic	3633	NS	C08	2	C08 Running Line Mechanic	3814	VR	UNASSIGNED	Unassigned	000	
01/28/2015	Wednesday	AC	C09	C09 Running Line Mechanic	3870	NS	C06	2	C06 Running Line Mechanic	3814					
01/29/2015	Thursday	RF	C09	C09 Running Line Mechanic	3870	NS	C08	2	Single Vacation	3814	EX	B10	Unassigned	000	
01/30/2015	Friday	FC	C09	C09 Running Line Mechanic	3870	NS	C09	2	C09 Running Line Mechanic	3814					
01/31/2015	Saturday					VR	C07	2	Unassigned	000					
02/01/2015	Sunday					VR	UNASSIGNED	2	Unassigned	000					
02/02/2015	Monday					NS	C06	2	C06 Running Line Mechanic	3814	VR	C07	C07 Running Line Mechanic	3843	
02/03/2015	Tuesday	EX	B11	Unassigned	000	NS	C06	2	C06 Running Line Mechanic	3814	VR	B11	Unassigned	000	
02/04/2015	Wednesday	VR	B04	B04 Running Line Mechanic	3664	NS	C08	2	C08 Running Line Mechanic	3814					
02/05/2015	Thursday	FC	B03	B03 Running Line Mechanic	3633	NS	C06	2	C06 Running Line Mechanic	3814					
02/06/2015	Friday	WK	B04	B04 Running Line Mechanic	3664	NS	C08	2	C08 Running Line Mechanic	3814					
02/07/2015	Saturday					VR	PALLETIZER	2	Unassigned	000					
02/08/2015	Sunday														
02/09/2015	Monday	BK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B11	Unassigned	000	
02/10/2015	Tuesday	EX	B03	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	FX	B03	Unassigned	000	
02/11/2015	Wednesday	EX	8BU_SHARED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B04	Unassigned	000	
02/12/2015	Thursday					NS	UNASSIGNED	2	Unassigned	000	FX	B01	Unassigned	000	
02/13/2015	Friday	BK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	C09	Unassigned	000	
02/14/2015	Saturday					EX	B01	2	Unassigned	000					
02/15/2015	Sunday														
02/16/2015	Monday	BK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	FX	B03	Unassigned	000	
02/17/2015	Tuesday	EX	C07	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	8BU_SHARED	Unassigned	000	
02/18/2015	Wednesday	BK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B04	Unassigned	000	
02/19/2015	Thursday	EX	B10	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B04	Unassigned	000	
02/20/2015	Friday	EX	B04	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B11	Unassigned	000	
02/21/2015	Saturday					EX	8BU_SHARED	2	Unassigned	000					
02/22/2015	Sunday														
02/23/2015	Monday					NS	UNASSIGNED	2	Unassigned	000	FX	C07	Unassigned	000	
02/24/2015	Tuesday	EX	C08	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B10	Unassigned	000	
02/25/2015	Wednesday	FX	C08	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000					
02/26/2015	Thursday	FX	C08	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000					
02/27/2015	Friday	BK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	FX	B04	Unassigned	000	
02/28/2015	Saturday					EX	B04	2	Unassigned	000					
03/01/2015	Sunday														
03/02/2015	Monday	EX	CAN_SHARED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B10	Unassigned	000	
03/03/2015	Tuesday	FX	B04	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000					
03/04/2015	Wednesday					NS	UNASSIGNED	2	Unassigned	000	FX	C09	Unassigned	000	
03/05/2015	Thursday					NS	UNASSIGNED	2	Unassigned	000	FX	C09	Unassigned	000	
03/06/2015	Friday					NS	UNASSIGNED	2	Unassigned	000	FX	C09	Unassigned	000	
03/07/2015	Saturday					EX	B03	2	Unassigned	000					
03/08/2015	Sunday					BK	UNASSIGNED	2	Unassigned	000					
03/09/2015	Monday	EX	B04	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	FX	C08	Unassigned	000	
03/10/2015	Tuesday					NS	UNASSIGNED	2	Unassigned	000	FX	B10	Unassigned	000	
03/11/2015	Wednesday	EX	B08	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B03	Unassigned	000	
03/12/2015	Thursday	FX	C06	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000					
03/13/2015	Friday	EX	B03	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000					
03/14/2015	Saturday					FX	B01	2	Unassigned	000					
03/15/2015	Sunday					EX	B10	2	Unassigned	000					
03/16/2015	Monday					NS	UNASSIGNED	2	Unassigned	000	EX	B11	Unassigned	000	
03/17/2015	Tuesday	EX	8BU_SHARED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B08	Unassigned	000	
03/18/2015	Wednesday	BK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B08	Unassigned	000	
03/19/2015	Thursday					NS	UNASSIGNED	2	Unassigned	000	EX	B10	Unassigned	000	
03/20/2015	Friday	EX	B04	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	EX	B10	Unassigned	000	
03/21/2015	Saturday					EX	B10	2	Unassigned	000					
03/22/2015	Sunday					EX	B01	2	Unassigned	000					
03/23/2015	Monday	FX	C07	Unassigned	000	NS	CAN_SHARED	2	Training -	TRN01					
03/24/2015	Tuesday	FX	C05	Unassigned	000	NS	CAN_SHARED	2	Training -	TRN01					
03/25/2015	Wednesday	VR	C05	Unassigned	000	NS	CAN_SHARED	2	Training -	TRN01	VR	CAN_SHARED	Unassigned	000	
03/26/2015	Thursday	FC	B04	B04 Running Line Mechanic	3664	NS	CAN_SHARED	2	Training -	TRN01					
03/27/2015	Friday	EX	C09	Unassigned	000	NS	CAN_SHARED	2	General Packaging Labor	7258					
03/28/2015	Saturday					VR	UNASSIGNED	2	Unassigned	000					
03/29/2015	Sunday														
03/30/2015	Monday	FC	B03	B03 Running Line Mechanic	3633	NS	CAN_SHARED	2	Training -	TRN01					
03/31/2015	Tuesday	WK	B08	B08 Running Line Mechanic	3692	NS	CAN_SHARED	2	Training -	TRN01					
04/01/2015	Wednesday	FC	B10	B10 Running Line Mechanic	3736	NS	C05	2	C05 Running Line Mechanic	3758					
04/02/2015	Thursday	WK	B08	B08 Running Line Mechanic	3692	NS	C05	2	C05 Running Line Mechanic	3758					Good
04/03/2015	Friday					BK	UNASSIGNED	2	Unassigned	000					
04/04/2015	Saturday														
04/05/2015	Sunday														
04/06/2015	Monday					NS	UNASSIGNED	2	Vacation	000	FX	C07	Unassigned	000	
04/07/2015	Tuesday	EX	C09	Unassigned	000	NS	UNASSIGNED	2	Vacation	000	EX	B03	Unassigned	000	
04/08/2015	Wednesday	FX	AUXILIARY	Unassigned	000	NS	UNASSIGNED	2	Vacation	000					
04/09/2015	Thursday					NS	UNASSIGNED	2	Vacation	000	FX	B03	Unassigned	000	
04/10/2015	Friday	EX	AUXILIARY	Unassigned	000	NS	UNASSIGNED	2	Vacation	000	EX	B03	Unassigned	000	
04/11/2015	Saturday					EX	TOILET	2	Unassigned	000					
04/12/2015	Sunday					VR	B01	2	Unassigned	000					
04/13/2015															

	Monday	FX	C07	Unassigned	000	NS	C08	2	C06_Packer_Operate	7194				
04/14/2015	Tuesday					NS	C08	2	C06_Packer_Operate	7194	FC	B03	B03 Running Line Mechanic	3633
04/15/2015	Wednesday	VR	B14	Unassigned	000	NS	C08	2	C06_Packer_Operate	7194	VR	B03	Unassigned	000
04/16/2015	Thursday	WK	B03	B03 Running Line Mechanic	3633	NS	C08	2	C06_Packer_Operate	7194	NA	B03	B03 Running Line Mechanic	3633
04/17/2015	Friday					NS	C08	2	C06 Running Line Mechanic	3614				
04/18/2015	Saturday													
04/19/2015	Sunday													
04/20/2015	Monday	RF	B03	B03 Running Line Mechanic	3633	NS	C07	2	C07 Running Line Mechanic	3813	VR	B08	C07 Running Line Mechanic	3443
04/21/2015	Tuesday	RF	B08	B08 Running Line Mechanic	3692	NS	C07	2	C07 Running Line Mechanic	3813				
04/22/2015	Wednesday	WK	B03	B03 Running Line Mechanic	3633	NS	C07	2	C07 Running Line Mechanic	3813				
04/23/2015	Thursday					NS	C07	2	C07 Running Line Mechanic	3813	SK	UNASSIGNED	Unassigned	000
04/24/2015	Friday	WK	B03	B03 Running Line Mechanic	3633	NS	C07	2	C07 Running Line Mechanic	3813				
04/25/2015	Saturday													
04/26/2015	Sunday													
04/27/2015	Monday	WK	B03	B03 Running Line Mechanic	3633	NS	C06	2	C06_Packer_Operate	7194				
04/28/2015	Tuesday	FC	B03	B03 Running Line Mechanic	3633	NS	C06	2	C06_Packer_Operate	7194				
04/29/2015	Wednesday	RF	B03	B03 Running Line Mechanic	3633	NS	C08	2	Single Vacation	7194				
04/30/2015	Thursday	FC	B03	B03 Running Line Mechanic	3633	NS	C06	2	C06_Packer_Operate	7194				
05/01/2015	Friday	WK	B04	B04 Running Line Mechanic	3684	NS	C06	2	C06_Packer_Operate	7194				
05/02/2015	Saturday					VR	UNASSIGNED	2	Unassigned	000				
05/03/2015	Sunday					VR	UNASSIGNED	2	Unassigned	000				
05/04/2015	Monday	RF	B08	B08 Running Line Mechanic	3692	NS	C08	2	C06_Packer_Operate	7194	VR	B01	Unassigned	000
05/05/2015	Tuesday	WK	C07	C07 Running Line Mechanic	3843	NS	C06	2	C06_Packer_Operate	7194				
05/06/2015	Wednesday	FC	B03	B03 Running Line Mechanic	3633	NS	C08	2	C06_Packer_Operate	7194				
05/07/2015	Thursday	WK	C09	C09 Running Line Mechanic	3670	NS	C08	2	C06_Packer_Operate	7194				
05/08/2015	Friday	SK	UNASSIGNED	Unassigned	000	NS	C06	2	C06_Packer_Operate	7194	VR	C07	Unassigned	000
05/09/2015	Saturday					VR	UNASSIGNED	2	Unassigned	000				
05/10/2015	Sunday					VR	UNASSIGNED	2	Unassigned	000				
05/11/2015	Monday					NS	C08	2	C06_Packer_Operate	7194	FC	B01	B01 Running Line Mechanic	3601
05/12/2015	Tuesday	VR	B10	Unassigned	000	NS	C08	2	C06_Packer_Operate	7194	VR	CAN_SHARED	Unassigned	000
05/13/2015	Wednesday	VR	B10	Unassigned	000	NS	C06	2	C06_Packer_Operate	7194				
05/14/2015	Thursday	VR	B08	Unassigned	000	NS	C08	2	C06_Packer_Operate	7194	SK	UNASSIGNED	Unassigned	000
05/15/2015	Friday	VR	B11	Unassigned	000	NS	C06	2	C06_Packer_Operate	7194				
05/16/2015	Saturday	NA	PALLETIZER	C09 Running Line Mechanic	3870	FC	C05	2	C09 Running Line Mechanic	3788	RF	C08	C09 Running Line Mechanic	3876
05/17/2015	Sunday					VR	UNASSIGNED	2	Unassigned	000				
05/18/2015	Monday	WK	C05	C05 Running Line Mechanic	3788	NS	C06	2	C06_Packer_Operate	7194				
05/19/2015	Tuesday	RF	B01	B01 Running Line Mechanic	3601	NS	C08	2	C06_Packer_Operate	7194	SK	UNASSIGNED	Unassigned	000
05/20/2015	Wednesday	WK	C05	C05 Running Line Mechanic	3788	NS	C06	2	C06_Packer_Operate	7194				
05/21/2015	Thursday	EX	B10	Unassigned	000	NS	C06	2	Single Vacation	7194	FX	B04	Unassigned	000
05/22/2015	Friday					NS	C06	2	Single Vacation	7194	FX	B10	Unassigned	000
05/23/2015	Saturday					VR	UNASSIGNED	2	Unassigned	000				
05/24/2015	Sunday					VR	UNASSIGNED	2	Unassigned	000				
05/25/2015	Monday													Memor
05/26/2015	Tuesday	VR	B10	Unassigned	000	NS	C06	2	C06_Packer_Operate	7194				
05/27/2015	Wednesday	WK	C05	C06_Mech_Maint_Day_Support	8377	NS	C06	2	C06_Packer_Operate	7194				
05/28/2015	Thursday	VR	CAN_SHARED	8 GEN Mech Maint Day Support	8148	NS	C06	2	C06_Packer_Operate	7194				
05/29/2015	Friday	WK	B01	B01 Running Line Mechanic	3601	NS	C08	2	C06_Packer_Operate	7194				
05/30/2015	Saturday					VR	UNASSIGNED	2	C09_Retief_Utility	7238				
05/31/2015	Sunday					VR	UNASSIGNED	2	Unassigned	000				
06/01/2015	Monday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06_Packer_Operate	7194				
06/02/2015	Tuesday	RF	C07	C07_Mech_Maint_Day_Support	8378	NS	C06	2	C06_Packer_Operate	7194	VR	B01	Unassigned	000
06/03/2015	Wednesday	WK	AUXILIARY	Palletizer MD Support	8364	NS	C08	2	C06_Packer_Operate	7194				
06/04/2015	Thursday	FC	B03	B03 Running Line Mechanic	3633	NS	C08	2	C06_Packer_Operate	7194				
06/05/2015	Friday	WK	C06	C06 Running Line Mechanic	3814	NS	C08	2	C06_Packer_Operate	7194				
06/06/2015	Saturday					FC	B10	2	B10 Running Line Mechanic	3736				
06/07/2015	Sunday					VR	UNASSIGNED	2	Unassigned	000				
06/08/2015	Monday	WK	C07	C07 Running Line Mechanic	3843	NS	C06	2	C06_Packer_Operate	7194				
06/09/2015	Tuesday	VR	C07	Unassigned	000	NS	C08	2	C06_Packer_Operate	7194				
06/10/2015	Wednesday	WK	C06	C06 Running Line Mechanic	3814	NS	C08	2	C06_Packer_Operate	7194				
06/11/2015	Thursday	VR	B11	Unassigned	000	NS	C08	2	C06_Packer_Operate	7194	VR	UNASSIGNED	Unassigned	000
06/12/2015	Friday	VR	B11	Unassigned	000	NS	C08	2	C06_Packer_Operate	7194	SK	UNASSIGNED	Unassigned	000
06/13/2015	Saturday					VR	UNASSIGNED	2	Unassigned	000				
06/14/2015	Sunday					VR	PALLETIZER	2	Unassigned	000				
06/15/2015	Monday					NS	UNASSIGNED	2	Unassigned	000	FC	C05	C05 Running Line Mechanic	3788
06/16/2015	Tuesday	VR	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	2	Unassigned	000	RF	B08	B08 Running Line Mechanic	3692
06/17/2015	Wednesday	RF	C06	C06 Running Line Mechanic	3814	NS	UNASSIGNED	2	Unassigned	000	RF	B08	B08 Running Line Mechanic	3692
06/18/2015	Thursday					NS	UNASSIGNED	2	Unassigned	000	RF	C06	C06_Mech_Maint_Day_Support	8377
06/19/2015	Friday	RF	C07	C07 Running Line Mechanic	3843	NS	UNASSIGNED	2	Unassigned	000	VR	PALLETIZER	Unassigned	000
06/20/2015	Saturday					AC	CAN_SHARED	2	Not Scheduled	TRN10	VR	CAN_SHARED	Unassigned	000
06/21/2015	Sunday					VR	UNASSIGNED	2	Unassigned	000				
06/22/2015	Monday	FC	C06	C06_Mech_Maint_Day_Support	8377	NS	C06	2	C06_Packer_Operate	7194				
06/23/2015	Tuesday	FC	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06_Packer_Operate	7194				
06/24/2015	Wednesday	FC	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06_Packer_Operate	7194				
06/25/2015	Thursday	VR	3BU_SHARED	C09 Running Line Mechanic	3814	NS	C06	2	C06_Packer_Operate	7194				
06/26/2015	Friday	SK	UNASSIGNED	Unassigned	000	NS	C08	2	C06_Packer_Operate	7194	NA	B01	C05 Running Line Mechanic	3788
06/27/2015	Saturday					VR	UNASSIGNED	2	Unassigned	000				
06/28/2015	Sunday													
06/29/2015	Monday	WK	C08	C08 Running Line Mechanic	3814	NS	C08	2	C06_Packer_Operate	7194				
06/30/2015	Tuesday	RF	C09	C09_Retief_Utility	7238	NS	C06	2	C06_Packer_Operate	7194	VR	B01	Unassigned	000
07/01/2015	Wednesday	WK	C06	C06 Running Line Mechanic	3814	NS	C06	2	C06_Packer_Operate	7194				
07/02/2015	Thursday	WK	C08	C08 Running Line Mechanic	3814	NS	C06	2	C06_Packer_Operate	7194				
07/03/2015	Friday					VR	(B) (6) (B)	2	B01 Running Line Mechanic	3601				Indep Day
07/04/2015	Saturday					VR	UNASSIGNED	2	Unassigned	000				
07/05/2015	Sunday													
07/06/2015	Monday	FC	C06	C06 Running Line Mechanic	3814	NS	C08	2	C06_Packer_Operate	7194				
07/07/2015	Tuesday	WK	C09	C09 Running Line Mechanic	3870	NS	C06	2	C06_Packer_Operate	7194				

07/06/2015	Wednesday	FC	C09	C09 Running Line Mechanic	3870	NS	C06	2	C06_Packer_Operate	7194							
07/09/2015	Thursday	FC	C09	C09 Running Line Mechanic	3870	NS	C06	2	C06_Packer_Operate	7194							
07/10/2015	Friday	FX	C09	Unassigned	000	NS	C06	2	C06_Packer_Operate	7194							
07/11/2015	Saturday					FX	C06	2	Unassigned	000							
07/12/2015	Sunday					EX	PALLETIZER	2	Unassigned	000							
07/13/2015	Monday					NS	UNASSIGNED	2	Vacation	000	FX	CAN_SHARED	Unassigned	000			
07/14/2015	Tuesday					NS	UNASSIGNED	2	Vacation	000	FX	C09	Unassigned	000			
07/15/2015	Wednesday					NS	UNASSIGNED	2	Vacation	000	FX	C09	Unassigned	000			
07/16/2015	Thursday					NS	UNASSIGNED	2	Vacation	000	FX	C09	Unassigned	000			
07/17/2015	Friday					NS	UNASSIGNED	2	Vacation	000	EX	C09	Unassigned	000			
07/18/2015	Saturday																
07/19/2015	Sunday																
07/20/2015	Monday					NS	C06	2	C06 Running Line Mechanic	3814							
07/21/2015	Tuesday					NS	C06	2	C06 Running Line Mechanic	3814							
07/22/2015	Wednesday					NS	C06	2	C06 Running Line Mechanic	3814							
07/23/2015	Thursday					NS	C06	2	C06 Running Line Mechanic	3814							
07/24/2015	Friday					NS	C06	2	C06 Running Line Mechanic	3814							
07/25/2015	Saturday																
07/26/2015	Sunday																
07/27/2015	Monday					NS	C06	2	C06_Packer_Operate	7194							
07/28/2015	Tuesday					NS	C06	2	C06_Packer_Operate	7194							
07/29/2015	Wednesday					NS	C06	2	C06_Packer_Operate	7194							

(b) (6), (b) (7)(C)

First Day	Last Day		Click												
11/1/2014	7/29/2015		(b) (6), (b) (7)(C)												
<div>Get Schedule</div>															
<div><div>Show All Statuses</div><div>Show Reduced Statuses (Remove SK and VR)</div></div>															
Date	Day	IE Status	IE Work Group	IE Job Desc	IE Job Code	Status	Work Group	Shift	Job Desc	Job Code	SO Status	SO Work Group	SO Job Desc	SO Job Code	Thru
11/01/2014	Saturday														
11/02/2014	Sunday														
11/03/2014	Monday					NS	C07	3	C07 Running Line Mechanic	3143	VR	B01	B01_Mech_Maint_Day_Support	8372	
11/04/2014	Tuesday					NS	C07	3	C07 Running Line Mechanic	3143	SK	UNASSIGNED	Unassigned	000	
11/05/2014	Wednesday					NS	C07	3	C07 Running Line Mechanic	3143	VR	(b) (6), (b) (7)(C)	TAPO_Running_Line_Mechanic	3697	
11/06/2014	Thursday	VR	(b) (6), (b) (7)(C)	TAPO_Running_Line_Mechanic	3697	NS	C07	3	C07 Running Line Mechanic	3143					
11/07/2014	Friday					NS	C07	3	C07 Running Line Mechanic	3143					
11/08/2014	Saturday					NA	PALLETIZER	3	PAL_Line_Running_Mechanic	6648					
11/09/2014	Sunday														
11/10/2014	Monday	FX	PALLETIZER	Unassigned	000	NS	UNASSIGNED	3	Unassigned	000					
11/11/2014	Tuesday	FX	PALLETIZER	Unassigned	000	NS	UNASSIGNED	3	Unassigned	000					
11/12/2014	Wednesday					NS	UNASSIGNED	3	Unassigned	000	FX	PALLETIZER	Unassigned	000	
11/13/2014	Thursday	EX	B01	Unassigned	000	NS	UNASSIGNED	3	Unassigned	000	EX	B01	Unassigned	000	
11/14/2014	Friday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3143					
11/15/2014	Saturday														
11/16/2014	Sunday														
11/17/2014	Monday	FX	C05	Unassigned	000	NS	UNASSIGNED	3	Unassigned	000					
11/18/2014	Tuesday	EX	B01	Unassigned	000	NS	UNASSIGNED	3	Unassigned	000	RF	CAN_SHARED	Unassigned	000	
11/19/2014	Wednesday	EX	C07	Unassigned	000	NS	UNASSIGNED	3	Unassigned	000	EX	B01	Unassigned	000	
11/20/2014	Thursday	EX	C07	Unassigned	000	NS	UNASSIGNED	3	Unassigned	000	SK	UNASSIGNED	Unassigned	000	
11/21/2014	Friday					NS	C07	3	C07 Running Line Mechanic	3143					
11/22/2014	Saturday														
11/23/2014	Sunday					VR	UNASSIGNED	3	Unassigned	000					
11/24/2014	Monday	VR	CAN_SHARED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3143	VR	UNASSIGNED	Unassigned	000	
11/25/2014	Tuesday					NS	C07	3	C07 Running Line Mechanic	3143	VR	PALLETIZER	PAL_Line_Running_Mechanic	6648	
11/26/2014	Wednesday	NA	C07	C07 Running Line Mechanic	3143	NS	C07	3	C07 Running Line Mechanic	3143					
11/27/2014	Thursday														Thurs
11/28/2014	Friday														Thurs
11/29/2014	Saturday														
11/30/2014	Sunday														
12/01/2014	Monday					NS	NSU_SHARED	1	General Packaging Labor	7256	SK	UNASSIGNED	Unassigned	000	
12/02/2014	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	3	Unassigned	000	EX	PALLETIZER	Unassigned	000	
12/03/2014	Wednesday	FA	B01	Unassigned	000	NS	UNASSIGNED	3	Unassigned	000					
12/04/2014	Thursday					NS	UNASSIGNED	3	Unassigned	000	FX	C07	Unassigned	000	
12/05/2014	Friday	VR	UNASSIGNED	Unassigned	000	NS	(b) (6), (b) (7)(C)	3	TAPO_Running_Line_Mechanic	3697					
12/06/2014	Saturday					VR	PALLETIZER	3	PAL_Line_Running_Mechanic	6648					
12/07/2014	Sunday														
12/08/2014	Monday					NS	C07	3	C07 Running Line Mechanic	3143	AC	B01	B01_Mech_Maint_Day_Support	8370	
12/09/2014	Tuesday					NS	C07	3	C07 Running Line Mechanic	3143	VR	PALLETIZER	PAL_Line_Running_Mechanic	6648	
12/10/2014	Wednesday					NS	C07	3	C07 Running Line Mechanic	3143	VR	PALLETIZER	PAL_Line_Running_Mechanic	6648	
12/11/2014	Thursday					NS	C07	3	C07 Running Line Mechanic	3143	VR	PALLETIZER	PAL_Line_Running_Mechanic	6648	
12/12/2014	Friday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3143	VR	UNASSIGNED	Unassigned	000	
12/13/2014	Saturday					VR	B10	3	B10 Running Line Mechanic	3738					
12/14/2014	Sunday														
12/15/2014	Monday					NS	C07	3	C07 Running Line Mechanic	3143	VR	C07	C07_Mech_Maint_Day_Support	8378	
12/16/2014	Tuesday					NS	C07	3	C07 Running Line Mechanic	3143	VR	C08	C08_Mech_Maint_Day_Support	8378	
12/17/2014	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3143	AC	C07	C07 Running Line Mechanic	3143	
12/18/2014	Thursday					NS	C06	3	C06 Running Line Mechanic	3514					
12/19/2014	Friday					NS	AUXILIARY	3	General Packaging Labor	7256					
12/20/2014	Saturday	FC	B03	B03_Mech_Maint_Day_Support	8370	VR	B03	3	B03_Mech_Maint_Day_Support	8370					
12/21/2014	Sunday														
12/22/2014	Monday	AC	B03	B03_Mech_Maint_Day_Support	8370	NS	B03	3	B03_Mech_Maint_Day_Support	8370					
12/23/2014	Tuesday					NS	UNASSIGNED	3	Unassigned	000					
12/24/2014	Wednesday														Christ
12/25/2014	Thursday														Christ
12/26/2014	Friday														Christ
12/27/2014	Saturday														
12/28/2014	Sunday														
12/29/2014	Monday					VR	PALLETIZER	3	PAL_Line_Running_Mechanic	6648					Christ
12/30/2014	Tuesday					VR	B01	3	B01 Running Line Mechanic	3501	SK	UNASSIGNED	Unassigned	000	Christ
12/31/2014	Wednesday														New Y
01/01/2015	Thursday														New Y
01/02/2015	Friday														
01/03/2015	Saturday														
01/04/2015	Sunday														
01/05/2015	Monday					NS	UNASSIGNED	3	Unassigned	000	VR	UNASSIGNED	Unassigned	000	
01/06/2015	Tuesday					NS	UNASSIGNED	3	Union Business	000	EX	B01	Unassigned	000	
01/07/2015	Wednesday					NS	UNASSIGNED	3	Union Business	000	EX	B01	Unassigned	000	
01/08/2015	Thursday					NS	UNASSIGNED	3	Union Business	000	FX	C07	Unassigned	000	
01/09/2015	Friday					NS	UNASSIGNED	3	Unassigned	000					
01/10/2015	Saturday					AC	CAN_SHARED	3	Not Scheduled	TRN10					
01/11/2015	Sunday					NA	UNASSIGNED	3	Unassigned	000					
01/12/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	3	(b) (6), (b) (7)(C)	000	EX	C05	Unassigned	000	
01/13/2015	Tuesday					NS	UNASSIGNED	3		000	EX	NSU_SHARED	Unassigned	000	
01/14/2015	Wednesday					NS	UNASSIGNED	3		000	FX	B01	Unassigned	000	
01/15/2015	Thursday	VR	C05	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3143	VR	UNASSIGNED	Unassigned	000	

01/18/2015	Friday	VR	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3843									
01/17/2015	Thursday					NA	C08	3	C08 Mech Maint Day Support	8379									
01/16/2015	Wednesday																		
01/15/2015	Tuesday																		HLK
01/20/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	(b) (6), (b) (7)(C)	3843	SK	UNASSIGNED	Unassigned	000					
01/21/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	C07	3		3843	FX	CAN_SHARED	Unassigned	000					
01/22/2015	Wednesday	VR	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3843									
01/23/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3843									
01/24/2015	Friday	SK	UNASSIGNED	Unassigned	000	RF	PALLETIZER	3	PAL Line Running Mechanic	6648	SK	UNASSIGNED	Unassigned	000					
01/25/2015	Saturday																		
01/26/2015	Sunday																		
01/26/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3843	VR	B01	Unassigned	000					
01/27/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3843	RF	PALLETIZER	PAL Line Running Mechanic	6648					
01/28/2015	Wednesday	EX	C07	Unassigned	000	NS	UNASSIGNED	1	(b) (6), (b) (7)(C)	000	FX	PALLETIZER	Unassigned	000					
01/29/2015	Thursday					NS	UNASSIGNED	1		000	FX	PALLETIZER	Unassigned	000					
01/30/2015	Friday					NS	UNASSIGNED	1		000	EX	C08	Unassigned	000					
01/31/2015	Saturday					VR	UNASSIGNED	1	Unassigned	000									
02/01/2015	Sunday																		
02/02/2015	Monday	FX	B10	Unassigned	000	NS	UNASSIGNED	3	(b) (6), (b) (7)(C)	000									
02/03/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	3		000	EX	CAN_SHARED	Unassigned	000					
02/04/2015	Wednesday					NS	UNASSIGNED	3		000	SK	UNASSIGNED	Unassigned	000					
02/05/2015	Thursday	EX	C06	Unassigned	000	NS	UNASSIGNED	3		000	FX	PALLETIZER	Unassigned	000					
02/06/2015	Friday	EX	NSU_SHARED	Unassigned	000	NS	UNASSIGNED	3		000									
02/07/2015	Saturday					FC	CAN_SHARED	3	Not Scheduled	TRN10									
02/08/2015	Sunday																		
02/09/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3843	RF	B10	B10 Running Line Mechanic	3736					
02/10/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3843	VR	SBU_SHARED	Unassigned	000					
02/11/2015	Wednesday	FC	PALLETIZER	PAL Line Running Mechanic	6648	NS	C07	3	C07 Running Line Mechanic	3843									
02/12/2015	Thursday	VR	C07	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3843	RF	PALLETIZER	PAL Line Running Mechanic	6648					
02/13/2015	Friday					NS	UNASSIGNED	3	Single Vacation	000									
02/14/2015	Saturday					FC	B01	3	B01 Running Line Mechanic	3601									
02/15/2015	Sunday					VR	PALLETIZER	3	PAL Line Running Mechanic	6648	VR	B08	B08 Running Line Mechanic	3692					
02/16/2015	Monday					NS	CAN_SHARED	3	Training -	TRN01	VR	C07	C07 Running Line Mechanic	3843					
02/17/2015	Tuesday					NS	CAN_SHARED	3	Training -	TRN01	VR	B10	B10 Running Line Mechanic	3736					
02/18/2015	Wednesday					NS	CAN_SHARED	3	Training -	TRN01	VR	C08	C08 Mech Maint Day Support	8379					
02/19/2015	Thursday					NS	CAN_SHARED	3	Training -	TRN01	VR	C08	C08 Mech Maint Day Support	8379					
02/20/2015	Friday	VR	B10	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01									
02/21/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000									
02/22/2015	Sunday																		
02/23/2015	Monday					NS	CAN_SHARED	3	Training -	TRN01	VR	PALLETIZER	PAL Line Running Mechanic	6648					
02/24/2015	Tuesday					NS	CAN_SHARED	3	Training -	TRN01	VR	PALLETIZER	PAL Line Running Mechanic	6648					
02/25/2015	Wednesday					NS	CAN_SHARED	3	Training -	TRN01	VR	PALLETIZER	PAL Line Running Mechanic	6648					
02/26/2015	Thursday					NS	CAN_SHARED	3	Training -	TRN01	VR	PALLETIZER	PAL Line Running Mechanic	6648					
02/27/2015	Friday	VR	B04	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01	NA	B03	B08 Running Line Mechanic	3692					
02/28/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000									
03/01/2015	Sunday																		
03/02/2015	Monday					NS	CAN_SHARED	3	Training -	TRN01	FC	PALLETIZER	PAL Line Running Mechanic	6648					
03/03/2015	Tuesday					NS	CAN_SHARED	3	Training -	TRN01	FC	C07	C07 Running Line Mechanic	3843					
03/04/2015	Wednesday	VR	CAN_SHARED	Unassigned	000	NS	C08	3	C08 Mech Maint Day Support	8379	VR	SBU_SHARED	C08 Mech Maint Day Support	8379					
03/05/2015	Thursday					NS	C08	3	C08 Mech Maint Day Support	8379	NA	B10	B10 Running Line Mechanic	3736					
03/06/2015	Friday	VR	PALLETIZER	Unassigned	000	NS	C08	3	C08 Mech Maint Day Support	8379									
03/07/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000									
03/08/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000									
03/09/2015	Monday					NS	CAN_SHARED	3	Training -	TRN01	FC	B08	B10 Running Line Mechanic	3692					
03/10/2015	Tuesday	VR	B08	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01	VR	B08	Unassigned	000					
03/11/2015	Wednesday	VR	B10	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01	FC	PALLETIZER	PAL Line Running Mechanic	6648					
03/12/2015	Thursday					NS	CAN_SHARED	3	Training -	TRN01	NA	B10	B10 Running Line Mechanic	3692					
03/13/2015	Friday	VR	B03	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01									
03/14/2015	Saturday					EX	B01	3	Unassigned	000									
03/15/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000									
03/16/2015	Monday	RF	B10	B10 Running Line Mechanic	3736	NS	CAN_SHARED	3	Training -	TRN01	VR	C08	Unassigned	000					
03/17/2015	Tuesday					NS	CAN_SHARED	3	Training -	TRN01	FC	C08	C08 Mech Maint Day Support	8379					
03/18/2015	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01	SK	UNASSIGNED	Unassigned	000					
03/19/2015	Thursday	FC	PALLETIZER	Palletizer Operate	7282	NS	CAN_SHARED	3	Training -	TRN01									
03/20/2015	Friday					NS	CAN_SHARED	3	Training -	TRN01									
03/21/2015	Saturday					FC	PALLETIZER	3	PAL Line Running Mechanic	6648									
03/22/2015	Sunday	NA	PALLETIZER	PAL Line Running Mechanic	6648	FC	PALLETIZER	3	PAL Line Running Mechanic	6648	VR	B03	Unassigned	000					
03/23/2015	Monday					NS	CAN_SHARED	3	Training -	TRN01	FC	C07	C07 Mech Maint Day Support	8379					
03/24/2015	Tuesday	VR	PALLETIZER	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01	VR	(b) (6), (b) (7)(C)	Unassigned	000					
03/25/2015	Wednesday					NS	CAN_SHARED	3	Training -	TRN01	VR		TAPO Running Line Mechanic	3897					
03/26/2015	Thursday	VR	B03	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01	VR	UNASSIGNED	Unassigned	000					
03/27/2015	Friday	NA	B01	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01									
03/28/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000									
03/29/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000									
03/30/2015	Monday					NS	CAN_SHARED	3	Training -	TRN01	FC	PALLETIZER	PAL Line Running Mechanic	6648					
03/31/2015	Tuesday					NS	CAN_SHARED	3	Training -	TRN01	FC	B10	B10 Running Line Mechanic	3736					
04/01/2015	Wednesday					NS	CAN_SHARED	3	Training -	TRN01	FC	B08	B08 Running Line Mechanic	3692					
04/02/2015	Thursday					NS	CAN_SHARED	3	Training -	TRN01									
04/03/2015	Friday					VR	UNASSIGNED	3	Unassigned	000									Good
04/04/2015	Saturday																		
04/05/2015	Sunday																		
04/06/2015	Monday					NS	CAN_SHARED	3	Training -	TRN01	FC	PALLETIZER	PAL Line Running Mechanic	6648					
04/07/2015	Tuesday					NS	CAN_SHARED	3	Training -	TRN01	FC	B10	B10 Running Line Mechanic	3736					
04/08/2015	Wednesday					NS	CAN_SHARED	3	Training -	TRN01	VR	B03	Unassigned	000					
04/09/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01	VR	UNASSIGNED	TAPO Running Line Mechanic	3897					
04/10/2015	Friday	SK	UNASSIGNED	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01									
04/11/2015	Saturday	RF	B01	B01 Running Line Mechanic	3601	RF	B01	3	B01 Running Line Mechanic	3601									
04/12/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000									
04/13/2015																			

	Monday					NS	CAN_SHARED	3	Training -	TRN01	RF	B10	B10 Running Line Mechanic	3736
04/14/2015	Tuesday					NS	CAN_SHARED	3	Training -	TRN01	VR	B14	Unassigned	000
04/15/2015	Wednesday					NS	CAN_SHARED	3	Training -	TRN01	FC	B10	B10 Running Line Mechanic	3736
04/16/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01	VR	B03	Unassigned	000
04/17/2015	Friday	RF	B10	B10 Running Line Mechanic	3736	NS	CAN_SHARED	3	Training -	TRN01				
04/18/2015	Saturday					FC	B01	3	B01 Running Line Mechanic	3601				
04/19/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000				
04/20/2015	Monday	NA	PALLETIZER	PAL_Line_Running_Mechanic	6648	NS	C07	3	C07_Mech_Maint_Day_Support	8378	SK	UNASSIGNED	Unassigned	000
04/21/2015	Tuesday	FC	PALLETIZER	PAL_Line_Running_Mechanic	6648	NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648				
04/22/2015	Wednesday	VR	NBU_SHARED	Unassigned	000	NS	NBU_SHARED	3	General Packaging Labor	7250	VR	UNASSIGNED	Unassigned	000
04/23/2015	Thursday					NS	UNASSIGNED	3	Single Vacation	000	FX	B03	Unassigned	000
04/24/2015	Friday	EX	C09	Unassigned	000	NS	UNASSIGNED	3	Single Vacation	000	EX	(B) (6), (D) (7)	Unassigned	000
04/25/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000				
04/26/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000				
04/27/2015	Monday	FC	B08	B08 Running Line Mechanic	3692	NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648				
04/28/2015	Tuesday	VR	C07	Unassigned	000	NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648	VR	(B) (6), (D) (7)	Unassigned	000
04/29/2015	Wednesday	FC	B08	B08 Running Line Mechanic	3692	NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648				
04/30/2015	Thursday	VR	B01	Unassigned	000	NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648	VR	C05	Unassigned	000
05/01/2015	Friday	RF	B10	B10 Running Line Mechanic	3736	NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648				
05/02/2015	Saturday					VR	(B) (6), (D) (7)	3	Unassigned	000				
05/03/2015	Sunday													
05/04/2015	Monday	VR	C09	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3643	VR	B11	Unassigned	000
05/05/2015	Tuesday					NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648	FC	PALLETIZER	PAL_Line_Running_Mechanic	6648
05/06/2015	Wednesday	VR	C09	Unassigned	000	NS	CAN_SHARED	3	Training -	TRN01	VR	NBU_SHARED	Unassigned	000
05/07/2015	Thursday	VR	C07	Unassigned	000	NS	B08	3	B08 Running Line Mechanic	3692	VR	NBU_SHARED	Unassigned	000
05/08/2015	Friday	VR	UNASSIGNED	Unassigned	000	NS	B08	3	B08 Running Line Mechanic	3692	VR	B10	Unassigned	000
05/09/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000				
05/10/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000				
05/11/2015	Monday					NS	B08	3	B08 Running Line Mechanic	3692	RF	C05	C05_Mech_Maint_Day_Support	8378
05/12/2015	Tuesday	RF	B01	B01 Running Line Mechanic	3601	NS	B08	3	B08 Running Line Mechanic	3692	VR	UNASSIGNED	Unassigned	000
05/13/2015	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B08	3	B08 Running Line Mechanic	3692	VR	B01	Unassigned	000
05/14/2015	Thursday					NS	B08	3	B08 Running Line Mechanic	3692	FC	B05	B05 Running Line Mechanic	3692
05/15/2015	Friday					NS	B08	3	B08 Running Line Mechanic	3692	FX	B05	Unassigned	000
05/16/2015	Saturday					VR	NBU_SHARED	3	Unassigned	000				
05/17/2015	Sunday					EX	B01	3	Unassigned	000				
05/18/2015	Monday	FX	C08	Unassigned	000	NS	UNASSIGNED	3	Vacation	000				
05/19/2015	Tuesday					NS	UNASSIGNED	3	Vacation	000	FX	C05	Unassigned	000
05/20/2015	Wednesday	EX	B03	Unassigned	000	NS	UNASSIGNED	3	Vacation	000	EX	B11	Unassigned	000
05/21/2015	Thursday	FX	PALLETIZER	Unassigned	000	NS	UNASSIGNED	3	Vacation	000				
05/22/2015	Friday	EX	C05	Unassigned	000	NS	UNASSIGNED	3	Vacation	000				
05/23/2015	Saturday					EX	PALLETIZER	3	Unassigned	000				
05/24/2015	Sunday					VR	B01	3	Unassigned	000				
05/25/2015	Monday													At Home
05/26/2015	Tuesday					NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648	VR	C05	Unassigned	000
05/27/2015	Wednesday					NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648	RF	B01	B01 Running Line Mechanic	3601
05/28/2015	Thursday					NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648	FC	B01	B01 Running Line Mechanic	3601
05/29/2015	Friday	SK	UNASSIGNED	Unassigned	000	NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648	VR	C07	Unassigned	000
05/30/2015	Saturday					FC	B08	3	B08 Running Line Mechanic	3692				
05/31/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000				
06/01/2015	Monday	RF	C09	C09 Running Line Mechanic	3670	NS	C07	3	C07_Mech_Maint_Day_Support	8378	VR	UNASSIGNED	Unassigned	000
06/02/2015	Tuesday					NS	CAN_SHARED	3	Training -	TRN01	FC	PALLETIZER	PAL_Line_Running_Mechanic	6648
06/03/2015	Wednesday					NS	CAN_SHARED	3	Training -	TRN01	FC	C06	C06_Mech_Maint_Day_Support	8377
06/04/2015	Thursday	VR	UNASSIGNED	Unassigned	000	NS	C09	3	C07_C09 Depalletizer	7101	VR	B11	Unassigned	000
06/05/2015	Friday					NS	C09	3	C07_C09 Depalletizer	7101				
06/06/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000				
06/07/2015	Sunday													
06/08/2015	Monday					NS	C07	3	C07 Running Line Mechanic	3643	RF	C05	C05_Mech_Maint_Day_Support	8378
06/09/2015	Tuesday					NS	C07	3	C07 Running Line Mechanic	3643	FC	C07	C07 Running Line Mechanic	3643
06/10/2015	Wednesday					NS	C07	3	C07 Running Line Mechanic	3643	FC	B10	B10 Running Line Mechanic	3736
06/11/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3643	VR	B11	Unassigned	000
06/12/2015	Friday	VR	(B) (6), (D) (7)	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3643				
06/13/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000				
06/14/2015	Sunday													
06/15/2015	Monday					NS	C07	3	C07 Running Line Mechanic	3643	FC	PALLETIZER	PAL_Line_Running_Mechanic	6648
06/16/2015	Tuesday	VR	C05	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3643	VR	UNASSIGNED	Unassigned	000
06/17/2015	Wednesday					NS	C07	3	C07 Running Line Mechanic	3643	FC	PALLETIZER	PAL_Line_Running_Mechanic	6648
06/18/2015	Thursday	VR	B01	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3643	RF	C07	C07 Running Line Mechanic	3643
06/19/2015	Friday	VR	(B) (6), (D) (7)	Unassigned	000	NS	C07	3	C07 Running Line Mechanic	3643				
06/20/2015	Saturday	SK	UNASSIGNED	Unassigned	000	FC	PALLETIZER	3	PAL_Line_Running_Mechanic	6648				
06/21/2015	Sunday													
06/22/2015	Monday					NS	PALLETIZER	3	Palletizer Pallet Feed	8597	FC	C05	C05_Mech_Maint_Day_Support	8378
06/23/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	PALLETIZER	3	Palletizer Pallet Feed	8597	VR	UNASSIGNED	Unassigned	000
06/24/2015	Wednesday	VR	B03	Unassigned	000	NS	PALLETIZER	3	Palletizer Pallet Feed	8597	VR	NBU_SHARED	Unassigned	000
06/25/2015	Thursday	FC	C07	C07 Running Line Mechanic	3643	NS	PALLETIZER	3	Palletizer Pallet Feed	8597				
06/26/2015	Friday	FC	B10	B10 Running Line Mechanic	3736	NS	PALLETIZER	3	Palletizer Pallet Feed	8597				
06/27/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000				
06/28/2015	Sunday					VR	B01	3	B01 Running Line Mechanic	3601	SK	UNASSIGNED	Unassigned	000
06/29/2015	Monday	FC	B10	B10 Running Line Mechanic	3736	NS	C09	3	C09 Running Line Mechanic	3670				
06/30/2015	Tuesday					NS	C09	3	C09 Running Line Mechanic	3670	FC	C05	C05_Mech_Maint_Day_Support	8378
07/01/2015	Wednesday					NS	C09	3	C09 Running Line Mechanic	3670	FC	B11	B11_Mech_Maint_Day_Support	8374
07/02/2015	Thursday	VR	UNASSIGNED	Unassigned	000	NS	PALLETIZER	3	PAL_Line_Running_Mechanic	6648				
07/03/2015	Friday					VR	B01	3	Unassigned	000				Indep Day
07/04/2015	Saturday													
07/05/2015	Sunday					FX	B01	3	Unassigned	000				
07/06/2015	Monday	FX	C08	Unassigned	000	NS	UNASSIGNED	3	Vacation	000				
07/07/2015	Tuesday					NS	UNASSIGNED	3	Vacation	000	FX	C07	Unassigned	000
07/08/2015	Wednesday	EX	C09	Unassigned	000	NS	UNASSIGNED	3	Vacation	000				

07/06/2015	Thursday					NS	UNASSIGNED	3	Vacation	000	FX	(b) (6), (b) (7)(C)	Unassigned	000
07/10/2015	Friday	EX	C05	Unassigned	000	NS	UNASSIGNED	3	Vacation	000				
07/11/2015	Saturday					EX	C05	3	Unassigned	000				
07/12/2015	Sunday													
07/13/2015	Monday					NS	C09	3	C09 Running Line Mechanic	3870	VR	CAN_SHARED	Unassigned	000
07/14/2015	Tuesday	8K	UNASSIGNED	Unassigned	000	NS	C09	3	C09 Running Line Mechanic	3870	NA	B34	TAPD_Running_Line_Mechanic	3897
07/15/2015	Wednesday	RF	C07	C07 Running Line Mechanic	3143	NS	C09	3	C09 Running Line Mechanic	3870	VR	B33	Unassigned	000
07/16/2015	Thursday	VR	UNASSIGNED	Unassigned	000	NS	C09	3	C09 Running Line Mechanic	3870	VR	B14	Unassigned	000
07/17/2015	Friday	VR	UNASSIGNED	Unassigned	000	NS	C09	3	C09 Running Line Mechanic	3870				
07/18/2015	Saturday													
07/19/2015	Sunday													
07/20/2015	Monday					NS	PALLETIZER	3	Palletizer_Pallet_Feed	8597				
07/21/2015	Tuesday					NS	PALLETIZER	3	Palletizer_Pallet_Feed	8597				
07/22/2015	Wednesday					NS	PALLETIZER	3	Palletizer_Pallet_Feed	8597				
07/23/2015	Thursday					NS	PALLETIZER	3	Palletizer_Pallet_Feed	8597				
07/24/2015	Friday					NS	PALLETIZER	3	Palletizer_Pallet_Feed	8597				
07/25/2015	Saturday													
07/26/2015	Sunday													
07/27/2015	Monday					NS	PALLETIZER	3	Palletizer_Pallet_Feed	8597				
07/28/2015	Tuesday					NS	PALLETIZER	3	Palletizer_Pallet_Feed	8597				
07/29/2015	Wednesday					NS	PALLETIZER	3	Palletizer_Pallet_Feed	8597				

(b) (6), (b) (7)(C)

11/1/2014 7/29/2015

Clock (b) (6), (b) (7)(C) Get Schedule

☒ Show All Statuses
☐ Show Reduced Statuses (Removes SK and VR)

Date	Day	IE Status	IE Work Group	IE Job Desc	IE Job Code	Status	Work Group	Shift	Job Desc	Job Code	SD Status	SD Work Group	SD Job Desc	SD Job Code	Thru A Hold
11/01/2014	Saturday														
11/02/2014	Sunday														
11/03/2014	Monday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Depalletizer Operator	7015	VR	CAN_SHARED	Unassigned	000	
11/04/2014	Tuesday					NS	B10	3	B10 Depalletizer Operator	7015	VR	CAN_SHARED	Unassigned	000	
11/05/2014	Wednesday					NS	B10	3	B10 Depalletizer Operator	7015	SK	UNASSIGNED	Unassigned	000	
11/06/2014	Thursday	SK	UNASSIGNED	Unassigned	000	NS	B04	3	B04 Running Line Mechanic	3664					
11/07/2014	Friday					NS	B04	3	B04 Running Line Mechanic	3664					
11/08/2014	Saturday					VR	UNASSIGNED	3	Unassigned	000					
11/09/2014	Sunday														
11/10/2014	Monday					NS	B10	3	B10 Depalletizer Operator	7015	FC	B04	B04 Running Line Mechanic	3664	
11/11/2014	Tuesday					NS	B10	3	B10 Depalletizer Operator	7015	FC	C06	C06 Mech Maint Day Support	8377	
11/12/2014	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Depalletizer Operator	7015	VR	PALLETIZER	Unassigned	000	
11/13/2014	Thursday					NS	B10	3	B10 Depalletizer Operator	7015	FC	B10	B10 Running Line Mechanic	3736	
11/14/2014	Friday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Depalletizer Operator	7015					
11/15/2014	Saturday														
11/16/2014	Sunday														
11/17/2014	Monday					NS	B10	3	B10 Depalletizer Operator	7015	VR	UNASSIGNED	Unassigned	000	
11/18/2014	Tuesday	VR	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Depalletizer Operator	7015	FC	B10	B10 Running Line Mechanic	3736	
11/19/2014	Wednesday					NS	B10	3	B10 Depalletizer Operator	7015	VR	B04	C06 Mech Maint Day Support	8377	
11/20/2014	Thursday					NS	B10	3	B10 Depalletizer Operator	7015	VR	AUXILIARY	Unassigned	000	
11/21/2014	Friday					NS	B10	3	B10 Depalletizer Operator	7015					
11/22/2014	Saturday														
11/23/2014	Sunday					VR	UNASSIGNED	3	Unassigned	000					
11/24/2014	Monday	SK	UNASSIGNED	Unassigned	000	NS	B03	3	B03 Running Line Mechanic	3633	VR	(b) (6), (b) (7)(C)	Unassigned	000	
11/25/2014	Tuesday					NS	B03	3	B03 Running Line Mechanic	3633	FC	B03	B03 Running Line Mechanic	3633	
11/26/2014	Wednesday					NS	B03	3	B03 Running Line Mechanic	3633					
11/27/2014	Thursday														Thanksgiving
11/28/2014	Friday														Thanksgiving
11/29/2014	Saturday														
11/30/2014	Sunday														
12/01/2014	Monday					NS	B10	3	B10 Depalletizer Operator	7015	FC	C07	C07 Mech Maint Day Support	8378	
12/02/2014	Tuesday	VR	B10	Unassigned	000	NS	B10	3	B10 Depalletizer Operator	7015	VR	PALLETIZER	Unassigned	000	
12/03/2014	Wednesday	FC	B03	B03 Running Line Mechanic	3633	NS	B10	3	B10 Depalletizer Operator	7015					
12/04/2014	Thursday	VR	C09	Unassigned	000	NS	B04	3	B04 Running Line Mechanic	3664	VR	C09	Unassigned	000	
12/05/2014	Friday					NS	B10	3	B10 Depalletizer Operator	7015					
12/06/2014	Saturday					FC	B03	3	B03 Running Line Mechanic	3633	NA	B03	B03 Running Line Mechanic	3633	
12/07/2014	Sunday														
12/08/2014	Monday					NS	B10	3	B10 Depalletizer Operator	7015	FC	C05	C05 Mech Maint Day Support	8376	
12/09/2014	Tuesday					NS	B10	3	B10 Depalletizer Operator	7015	FC	C06	C06 Mech Maint Day Support	8377	
12/10/2014	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Depalletizer Operator	7015	VR	C07	Unassigned	000	
12/11/2014	Thursday	VR	C07	Unassigned	000	NS	B10	3	B10 Depalletizer Operator	7015	VR	(b) (6), (b) (7)(C)	Unassigned	000	
12/12/2014	Friday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Depalletizer Operator	7015					
12/13/2014	Saturday					VR	UNASSIGNED	3	Unassigned	000					
12/14/2014	Sunday														
12/15/2014	Monday					NS	B10	3	B10 Running Line Mechanic	3736	VR	B11	Unassigned	000	
12/16/2014	Tuesday					NS	B10	3	B10 Running Line Mechanic	3736	VR	GBU_SHARED	Unassigned	000	
12/17/2014	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736					
12/18/2014	Thursday					NS	B04	3	B04 Running Line Mechanic	3664					
12/19/2014	Friday	NA	B03	B03 Running Line Mechanic	3633	NS	AUXILIARY	3	General Packaging Labor	7256					
12/20/2014	Saturday					VR	UNASSIGNED	3	Unassigned	000					
12/21/2014	Sunday														
12/22/2014	Monday					NS	UNASSIGNED	3	Unassigned	000					
12/23/2014	Tuesday					NS	UNASSIGNED	3	Unassigned	000					
12/24/2014	Wednesday														Christmas
12/25/2014	Thursday														Christmas
12/26/2014	Friday														Christmas
12/27/2014	Saturday														
12/28/2014	Sunday														
12/29/2014	Monday					VR	UNASSIGNED	3	Unassigned	000					Christmas
12/30/2014	Tuesday					VR	UNASSIGNED	3	Unassigned	000					Christmas
12/31/2014	Wednesday														New Year's E
01/01/2015	Thursday														New Year's D
01/02/2015	Friday														
01/03/2015	Saturday														
01/04/2015	Sunday														
01/05/2015	Monday					NS	B04	3	B04 Running Line Mechanic	3664	VR	(b) (6), (b) (7)(C)	Unassigned	000	
01/06/2015	Tuesday					NS	B04	3	B04 Running Line Mechanic	3664	VR	UNASSIGNED	Unassigned	000	

01/07/2015	Wednesday				NS	B04	3	B04 Running Line Mechanic	3664	VR	UNASSIGNED	Unassigned	000	
01/08/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	B04	3	B04 Running Line Mechanic	3664				
01/09/2015	Friday	VR	C09	Unassigned	000	NS	B04	3	B04 Running Line Mechanic	3664	VR	UNASSIGNED	Unassigned	000
01/10/2015	Saturday													
01/11/2015	Sunday				NA	UNASSIGNED	3	Unassigned	000					
01/12/2015	Monday				NS	B04	3	B04 Running Line Mechanic	3664	FC	C07	C07_Mech_Maint_Day_Support	8378	
01/13/2015	Tuesday				NS	B04	3	B04 Running Line Mechanic	3664	VR	UNASSIGNED	C08_Mech_Maint_Day_Support	8377	
01/14/2015	Wednesday				NS	B10	3	B10 Running Line Mechanic	3738	RF	C06	C06_Mech_Maint_Day_Support	8377	
01/15/2015	Thursday				NS	B10	3	B10 Running Line Mechanic	3738	FC	B10	B10 Running Line Mechanic	3736	
01/16/2015	Friday	VR	C06	C06_Mech_Maint_Day_Support	8377	NS	B10	3	B10 Running Line Mechanic	3738				
01/17/2015	Saturday				NA	UNASSIGNED	3	Unassigned	000					
01/18/2015	Sunday													
01/19/2015	Monday													MLK
01/20/2015	Tuesday	VR	CAN_SHARED	B01_Depelizer_Operate	6818	NS	B10	3	B10 Running Line Mechanic	3736	VR	CAN_SHARED	Unassigned	000
01/21/2015	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	AC	B10	B10 Running Line Mechanic	3736
01/22/2015	Thursday				NS	B10	3	B10 Running Line Mechanic	3736	VR	UNASSIGNED	Unassigned	000	
01/23/2015	Friday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736				
01/24/2015	Saturday													
01/25/2015	Sunday													
01/26/2015	Monday	RF	B03	B03 Running Line Mechanic	3633	NS	B10	3	B10 Running Line Mechanic	3738	VR	UNASSIGNED	Unassigned	000
01/27/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	VR	PALLETIZER	Unassigned	000
01/28/2015	Wednesday				NS	B10	3	B10 Running Line Mechanic	3736	FC	C07	C07_Mech_Maint_Day_Support	8378	
01/29/2015	Thursday	VR	B11	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	VR	CAN_SHARED	Unassigned	000
01/30/2015	Friday				NS	B10	3	B10 Running Line Mechanic	3736					
01/31/2015	Saturday													
02/01/2015	Sunday													
02/02/2015	Monday				NS	B10	3	B10 Running Line Mechanic	3736	FC	C05	C05_Mech_Maint_Day_Support	8376	
02/03/2015	Tuesday				NS	B10	3	B10 Running Line Mechanic	3736	FC	C06	C06_Mech_Maint_Day_Support	8377	
02/04/2015	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3738	VR	CAN_SHARED	Unassigned	000
02/05/2015	Thursday	RF	B03	B03 Running Line Mechanic	3633	NS	B10	3	B10 Running Line Mechanic	3738	NA	PALLETIZER	B08 Running Line Mechanic	3692
02/06/2015	Friday	SK	UNASSIGNED	Unassigned	000	NS	B04	3	B04 Running Line Mechanic	3664				
02/07/2015	Saturday				VR	UNASSIGNED	3	Unassigned	000					
02/08/2015	Sunday													
02/09/2015	Monday				NS	B10	3	B10 Running Line Mechanic	3736	FC	C09	C09_Mech_Maint_Day_Support	8379	
02/10/2015	Tuesday				NS	B10	3	B10 Running Line Mechanic	3736	VR	BBU_SHARED	B04 Running Line Mechanic	3664	
02/11/2015	Wednesday				NS	B10	3	B10 Running Line Mechanic	3736	FC	B11	B11_Mech_Maint_Day_Support	8374	
02/12/2015	Thursday				NS	B10	3	B10 Running Line Mechanic	3736	SK	UNASSIGNED	Unassigned	000	
02/13/2015	Friday				NS	B10	3	B10 Running Line Mechanic	3736					
02/14/2015	Saturday				VR	UNASSIGNED	3	Unassigned	000					
02/15/2015	Sunday				VR	UNASSIGNED	3	Unassigned	000					
02/16/2015	Monday				NS	B10	3	B10 Running Line Mechanic	3738	FC	B04	B04 Running Line Mechanic	3664	
02/17/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3738	VR	C06	Unassigned	000
02/18/2015	Wednesday				NS	B10	3	B10 Running Line Mechanic	3736	FC	B03	B03 Running Line Mechanic	3633	
02/19/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3738	RF	B04	B04_Depelizer_Operate	6916
02/20/2015	Friday	RF	B10	B10 Running Line Mechanic	3738	NS	B10	3	B10 Running Line Mechanic	3738				
02/21/2015	Saturday				VR	UNASSIGNED	3	Unassigned	000					
02/22/2015	Sunday													
02/23/2015	Monday				NS	B10	3	B10 Running Line Mechanic	3738	FC	C07	C07_Mech_Maint_Day_Support	8378	
02/24/2015	Tuesday				NS	B10	3	B10 Running Line Mechanic	3738	FC	B03	B03 Running Line Mechanic	3633	
02/25/2015	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3738	VR	C06	Unassigned	000
02/26/2015	Thursday	VR	CAN_SHARED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3738	SK	UNASSIGNED	Unassigned	000
02/27/2015	Friday	FC	B08	B08 Running Line Mechanic	3692	NS	B10	3	B10 Running Line Mechanic	3736				
02/28/2015	Saturday				VR	UNASSIGNED	3	Unassigned	000					
03/01/2015	Sunday													
03/02/2015	Monday				NS	B10	3	B10 Running Line Mechanic	3738	FC	C05	C05_Mech_Maint_Day_Support	8376	
03/03/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	VR	C09	Unassigned	000
03/04/2015	Wednesday	FC	C09	C09_Mech_Maint_Day_Support	8379	NS	B10	3	B10 Running Line Mechanic	3738				
03/05/2015	Thursday	FC	C09	C09_Mech_Maint_Day_Support	8379	NS	B10	3	B10 Running Line Mechanic	3738				

01/06/2015	Friday	FC	C09	C09_Mech_Maint_Day_Support	0371	NS	B10	3	B10 Running Line Mechanic	3736							
01/07/2015	Saturday	SK	UNASSIGNED	Unassigned	000	FC	B10	3	B10 Running Line Mechanic	3736							
01/08/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000							
01/09/2015	Monday					NS	B10	3	B10 Running Line Mechanic	3736	FC	C07	C07_Mech_Maint_Day_Support	0378			
01/10/2015	Tuesday	VR	B08	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	VR	B08	Unassigned	000			
01/11/2015	Wednesday					NS	B10	3	B10 Running Line Mechanic	3736	VR	PALLETIZER	Unassigned	000			
01/12/2015	Thursday	VR	C07	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	VR	B10	Unassigned	000			
01/13/2015	Friday					NS	B10	3	B10 Running Line Mechanic	3736							
01/14/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000							
01/15/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000							
01/16/2015	Monday	RF	B10	B10 Running Line Mechanic	3736	NS	B10	3	B10 Running Line Mechanic	3736	VR	C09	Unassigned	000			
01/17/2015	Tuesday	VR	C09	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	VR	B10	Unassigned	000			
01/18/2015	Wednesday	VR	B11	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	RF	B04	B04_Depalletizer_Operate	0310			
01/19/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	FC	B03	B03 Running Line Mechanic	3633			
01/20/2015	Friday					NS	B10	3	B10 Running Line Mechanic	3736							
01/21/2015	Saturday					SK	UNASSIGNED	3	Unassigned	000							
01/22/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000							
01/23/2015	Monday					NS	B10	3	B10 Running Line Mechanic	3736	FC	B04	B04_Mech_Maint_Day_Support	0371			
01/24/2015	Tuesday					NS	B10	3	B10 Running Line Mechanic	3736	FC	B03	B03 Running Line Mechanic	3633			
01/25/2015	Wednesday					NS	B10	3	B10 Running Line Mechanic	3736	FC	B03	B03 Running Line Mechanic	3633			
01/26/2015	Thursday					NS	B10	3	B10 Running Line Mechanic	3736	VR	PALLETIZER	Unassigned	000			
01/27/2015	Friday					NS	B10	3	B10 Running Line Mechanic	3736							
01/28/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000							
01/29/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000							
01/30/2015	Monday					NS	B10	3	B10 Running Line Mechanic	3736	FC	B10	B10 Running Line Mechanic	3736			
01/31/2015	Tuesday	VR	PALLETIZER	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	FC	B10	B10 Running Line Mechanic	3736			
01/01/2015	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736	SK	UNASSIGNED	Unassigned	000			
01/02/2015	Thursday					NS	B10	3	B10 Running Line Mechanic	3736							
01/03/2015	Friday					VR	B01	3	Unassigned	000							Good Friday
01/04/2015	Saturday																
01/05/2015	Sunday																
01/06/2015	Monday					NS	UNASSIGNED	3	Vacation	000	FX	C07	Unassigned	000			
01/07/2015	Tuesday					NS	UNASSIGNED	3	Vacation	000	FX	CAN_SHARED	Unassigned	000			
01/08/2015	Wednesday					NS	UNASSIGNED	3	Vacation	000	FX	B03	Unassigned	000			
01/09/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	3	Vacation	000	EX	(0) (6) (0)	Unassigned	000			
01/10/2015	Friday	SK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	3	Vacation	000	FX	B03	Unassigned	000			
01/11/2015	Saturday					FX	B01	3	Unassigned	000							
01/12/2015	Sunday					VR	B01	3	Unassigned	000							
01/13/2015	Monday					NS	B10	3	B10_Depalletizer_Operate	7015	FX	B10	Unassigned	000			
01/14/2015	Tuesday					NS	B10	3	B10_Depalletizer_Operate	7015	FC	B01	B01 Running Line Mechanic	3601			
01/15/2015	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	C05	Unassigned	000			
01/16/2015	Thursday	RF	B10	B10 Running Line Mechanic	3736	NS	B10	3	B10_Depalletizer_Operate	7015	VR	B03	Unassigned	000			
01/17/2015	Friday	RF	B10	B10 Running Line Mechanic	3736	NS	B10	3	B10_Depalletizer_Operate	7015							
01/18/2015	Saturday																
01/19/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000							
01/20/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	RF	B08	B08 Running Line Mechanic	3692			
01/21/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	C07	Unassigned	000			
01/22/2015	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	(0) (6) (0)	Unassigned	000			
01/23/2015	Thursday	VR	B03	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	FC	B03	B03 Running Line Mechanic	3633			
01/24/2015	Friday	VR	C09	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015							
01/25/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000							
01/26/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000							
01/27/2015	Monday					NS	B10	3	B10_Depalletizer_Operate	7015	FC	B03	B03 Running Line Mechanic	3633			
01/28/2015	Tuesday	VR	C07	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	(0) (6) (0)	Unassigned	000			
01/29/2015	Wednesday	VR	C09	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	C05	Unassigned	000			
01/30/2015	Thursday	VR	B01	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	C05	Unassigned	000			
01/31/2015	Friday	RF	B10	B10 Running Line Mechanic	3736	NS	B10	3	B10_Depalletizer_Operate	7015							
02/01/2015	Saturday					VR	(0) (6) (0)	3	Unassigned	000							
02/02/2015	Sunday																
02/03/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	B11	Unassigned	000			
02/04/2015	Tuesday	VR	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	FC	B03	B03 Running Line Mechanic	3633			
02/05/2015	Wednesday					NS	B10	3	B10_Depalletizer_Operate	7015	VR	NBU_SHARED	Unassigned	000			
02/06/2015	Thursday	VR	C07	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	NBU_SHARED	Unassigned	000			
02/07/2015	Friday	VR	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015							
02/08/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000							
02/09/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000							
02/10/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	FC	B10	B10 Running Line Mechanic	3726			
02/11/2015	Tuesday	VR	C05	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	UNASSIGNED	Unassigned	000			
02/12/2015	Wednesday	VR	B01	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	B01	Unassigned	000			
02/13/2015	Thursday	FC	B03	B03 Running Line Mechanic	3633	NS	B10	3	B10 Running Line Mechanic	3736							
02/14/2015	Friday	NA	C05	B10 Running Line Mechanic	3736	NS	B10	3	B10 Running Line Mechanic	3736	SK	UNASSIGNED	Unassigned	000			

05/15/2015	Saturday					VR	SEU_SHARED	3	Unassigned	000									
05/17/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000									
05/18/2015	Monday	RF	B10	B10 Running Line Mechanic	3736	NS	B10	3	B10_Depalletizer_Operate	7015	RF	B01	B01 Running Line Mechanic	3601					
05/19/2015	Tuesday	NA	B08	B10 Running Line Mechanic	3736	NS	B10	3	B10_Depalletizer_Operate	7015	VR	UNASSIGNED	Unassigned	000					
05/20/2015	Wednesday					NS	B10	3	B10_Depalletizer_Operate	7015	FC	B04	B04 Running Line Mechanic	3684					
05/21/2015	Thursday					NS	B10	3	B10_Depalletizer_Operate	7015	FC	B08	B08 Running Line Mechanic	3692					
05/22/2015	Friday	VR	C05	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015									
05/23/2015	Saturday					FC	B01	3	B01 Running Line Mechanic	3601									
05/24/2015	Sunday					FC	B01	3	B01 Running Line Mechanic	3601	NA	PALLETIZER	B01 Running Line Mechanic	3601					
05/25/2015	Monday																		Memorial Day
05/26/2015	Tuesday					NS	B03	3	B03 Running Line Mechanic	3633	VR	C05	Unassigned	000					
05/27/2015	Wednesday					NS	B03	3	B03 Running Line Mechanic	3633	FC	B03	B03 Running Line Mechanic	3633					
05/28/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	B03	3	B03 Running Line Mechanic	3633	VR	C05	Unassigned	000					
05/29/2015	Friday	VR	CAN_SHARED	Unassigned	000	NS	B03	3	B03 Running Line Mechanic	3633									
05/30/2015	Saturday					FC	B01	3	B01 Running Line Mechanic	3601									
05/31/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000									
06/01/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	FC	C07	C07 Mech Maint Day Support	1376					
06/02/2015	Tuesday					NS	B10	3	B10_Depalletizer_Operate	7015	FC	AUXILIARY	Palletizer MD Support	3664					
06/03/2015	Wednesday					NS	B10	3	B10_Depalletizer_Operate	7015	RF	B10	B10 Running Line Mechanic	3736					
06/04/2015	Thursday	VR	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	B11	Unassigned	000					
06/05/2015	Friday					NS	B10	3	B10_Depalletizer_Operate	7015	VR	UNASSIGNED	Unassigned	000					
06/06/2015	Saturday					VR	UNASSIGNED	3	Unassigned	000									
06/07/2015	Sunday																		
06/08/2015	Monday					NS	B10	3	B10_Depalletizer_Operate	7015	RF	C05	C05 Mech Maint Day Support	1376					
06/09/2015	Tuesday					NS	B10	3	B10_Depalletizer_Operate	7015	FC	B10	B10 Running Line Mechanic	3736					
06/10/2015	Wednesday					NS	B10	3	B10_Depalletizer_Operate	7015	VR	UNASSIGNED	Unassigned	000					
06/11/2015	Thursday	VR	C08	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	B11	Unassigned	000					
06/12/2015	Friday	FC	B03	B03 Running Line Mechanic	3633	NS	B10	3	B10_Depalletizer_Operate	7015									
06/13/2015	Saturday																		
06/14/2015	Sunday																		
06/15/2015	Monday	VR	B04	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	NA	B08	B08 Mech Maint Day Support	1372					
06/16/2015	Tuesday					NS	B10	3	B10_Depalletizer_Operate	7015	FC	ALDOLLARY	Palletizer MD Support	3664					
06/17/2015	Wednesday					NS	B10	3	B10_Depalletizer_Operate	7015	NA	ALDOLLARY	C05 Mech Maint Day Support	1372					
06/18/2015	Thursday	RF	B01	B01 Running Line Mechanic	3601	NS	B10	3	B10_Depalletizer_Operate	7015	SK	UNASSIGNED	Unassigned	000					
06/19/2015	Friday	VR	B01	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015	VR	UNASSIGNED	Unassigned	000					
06/20/2015	Saturday																		
06/21/2015	Sunday																		
06/22/2015	Monday					NS	UNASSIGNED	3	Vacation	000	FX	CAN_SHARED	Unassigned	000					
06/23/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	3	Vacation	000	FX	B08	Unassigned	000					
06/24/2015	Wednesday	SK	UNASSIGNED	Unassigned	000	NS	UNASSIGNED	3	Vacation	000	EX	NSU_SHARED	Unassigned	000					
06/25/2015	Thursday					NS	UNASSIGNED	3	Vacation	000	FX	B10	Unassigned	000					
06/26/2015	Friday					NS	UNASSIGNED	3	Vacation	000	FX	B08	Unassigned	000					
06/27/2015	Saturday					FX	B03	3	Unassigned	000									
06/28/2015	Sunday																		
06/29/2015	Monday	FX	B10	Unassigned	000	NS	B10	3	B10 Running Line Mechanic	3736									
06/30/2015	Tuesday					NS	B10	3	B10 Running Line Mechanic	3736	FC	B10	B10 Running Line Mechanic	3736					
07/01/2015	Wednesday					NS	B10	3	B10 Running Line Mechanic	3736	FC	B10	B10 Running Line Mechanic	3736					
07/02/2015	Thursday	VR	UNASSIGNED	Unassigned	000	NS	SEU_SHARED	3	General Packaging Labor	7256									
07/03/2015	Friday					FC	B01	3	B01 Running Line Mechanic	3601									Independence Day
07/04/2015	Saturday																		
07/05/2015	Sunday					SK	UNASSIGNED	3	Unassigned	000									
07/06/2015	Monday					NS	B10	3	B10_Depalletizer_Operate	7015	FC	B03	B03 Running Line Mechanic	3633					
07/07/2015	Tuesday					NS	B10	3	B10_Depalletizer_Operate	7015	FC	C08	C08 Mech Maint Day Support	1372					
07/08/2015	Wednesday					NS	B10	3	B10_Depalletizer_Operate	7015	VR	C05	Unassigned	000					
07/09/2015	Thursday					NS	B10	3	B10_Depalletizer_Operate	7015	VR	UNASSIGNED	Unassigned	000					
07/10/2015	Friday					NS	B10	3	B10_Depalletizer_Operate	7015									
07/11/2015	Saturday					SK	UNASSIGNED	3	Unassigned	000									
07/12/2015	Sunday					VR	UNASSIGNED	3	Unassigned	000									
07/13/2015	Monday					NS	B10	3	B10_Depalletizer_Operate	7015	VR	CAN_SHARED	Unassigned	000					
07/14/2015	Tuesday	FC	B04	B04 Running Line Mechanic	3684	NS	B10	3	B10_Depalletizer_Operate	7015									
07/15/2015	Wednesday	VR	C07	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015									
07/16/2015	Thursday	SK	UNASSIGNED	Unassigned	000	NS	B10	3	B10_Depalletizer_Operate	7015									
07/17/2015	Friday					NS	B10	3	B10_Depalletizer_Operate	7015									
07/18/2015	Saturday																		
07/19/2015	Sunday																		
07/20/2015	Monday					NS	B10	3	B10_Depalletizer_Operate	7015									
07/21/2015	Tuesday					NS	B10	3	B10_Depalletizer_Operate	7015									
07/22/2015	Wednesday					NS	B10	3	B10_Depalletizer_Operate	7015									
07/23/2015	Thursday					NS	B10	3	B10_Depalletizer_Operate	7015									
07/24/2015	Friday					NS	B10	3	B10_Depalletizer_Operate	7015									
07/25/2015	Saturday																		
07/26/2015	Sunday																		
07/27/2015	Monday					NS	UNASSIGNED	3	Vacation	000									
07/28/2015	Tuesday					NS	UNASSIGNED	3	Vacation	000									
07/29/2015	Wednesday					NS	UNASSIGNED	3	Vacation	000									

(b) (6), (b) (7)(C)

First Day	11/1/2014	Leaf Day	7/29/2015	Clock	(b) (6), (b) (7)(C)	Get Schedule									
<input checked="" type="radio"/> Show All Statuses															
<input type="radio"/> Show Reduced Statuses (Removes SK and VR)															
Date	Day	IE Status	IE WorkGroup	IE Job Desc	IE Job Code	Status	WorkGroup	Shift	Job Desc	Job Code	SO Status	SO WorkGroup	SO Job Desc	SO Job Code	T
11/01/2014	Saturday					VR	UNASSIGNED	1	Unassigned	000					
11/02/2014	Sunday														
11/03/2014	Monday					NS	NBU_SHARED	1	B01 Planner	13578					
11/04/2014	Tuesday	RF	B03	B03_Labeler_Operate	6889	NS	NBU_SHARED	1	B01 Planner	13578					
11/05/2014	Wednesday					NS	NBU_SHARED	1	B01 Planner	13578					
11/06/2014	Thursday	VR	B04	B04 Running Line Mechanic	3864	NS	NBU_SHARED	1	B01 Planner	13578					
11/07/2014	Friday					NS	NBU_SHARED	1	B01 Planner	13578	VR	C09	Unassigned	000	
11/08/2014	Saturday														
11/09/2014	Sunday														
11/10/2014	Monday					NS	NBU_SHARED	1	B01 Planner	13578					
11/11/2014	Tuesday	VR	C05	C05_Mech_Maint_Day_Support	8376	NS	NBU_SHARED	1	B01 Planner	13578					
11/12/2014	Wednesday	VR	B10	B10_Mech_Maint_Day_Support	8373	NS	NBU_SHARED	1	B01 Planner	13578					
11/13/2014	Thursday					NS	NBU_SHARED	1	B01 Planner	13578	RF	B03	B03_Refel_Usbty	5884	
11/14/2014	Friday					NS	NBU_SHARED	1	B01 Planner	13578	VR	B03	Unassigned	000	
11/15/2014	Saturday					VR	UNASSIGNED	1	Unassigned	000					
11/16/2014	Sunday														
11/17/2014	Monday					NS	NBU_SHARED	1	B01 Planner	13578	VR	C09	Unassigned	000	
11/18/2014	Tuesday					NS	NBU_SHARED	1	B01 Planner	13578					
11/19/2014	Wednesday					NS	NBU_SHARED	1	B01 Planner	13578	RF	B03	B03_Packer Line Balance	6897	
11/20/2014	Thursday					NS	NBU_SHARED	1	B01 Planner	13578					
11/21/2014	Friday					NS	NBU_SHARED	1	B01 Planner	13578					
11/22/2014	Saturday					VR	UNASSIGNED	1	Unassigned	000					
11/23/2014	Sunday														
11/24/2014	Monday					NS	NBU_SHARED	1	B01 Planner	13578	VR	UNASSIGNED	Unassigned	000	
11/25/2014	Tuesday					NS	NBU_SHARED	1	B01 Planner	13578	RF	B10	B10_Depalletizer_Operate	7015	
11/26/2014	Wednesday					NS	NBU_SHARED	1	B01 Planner	13578					
11/27/2014	Thursday														
11/28/2014	Friday														
11/29/2014	Saturday														
11/30/2014	Sunday														
12/01/2014	Monday	VR	B03	Unassigned	000	NS	NBU_SHARED	1	B01 Planner	13578	RF	B03	B03_Refel_Usbty	5884	
12/02/2014	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	NBU_SHARED	1	B01 Planner	13578	RF	B01	B01_PackerLineBalance_Operate	6847	
12/03/2014	Wednesday					NS	NBU_SHARED	1	B01 Planner	13578	VR	UNASSIGNED	Unassigned	000	
12/04/2014	Thursday					NS	NBU_SHARED	1	B01 Planner	13578	VR	C09	Unassigned	000	
12/05/2014	Friday					NS	NBU_SHARED	1	B01 Planner	13578	VR	C09	Unassigned	000	
12/06/2014	Saturday					VR	UNASSIGNED	1	Unassigned	000					
12/07/2014	Sunday														
12/08/2014	Monday					NS	NBU_SHARED	1	B01 Planner	13578					
12/09/2014	Tuesday					NS	NBU_SHARED	1	B01 Planner	13578	VR	UNASSIGNED	Unassigned	000	
12/10/2014	Wednesday					NS	NBU_SHARED	1	B01 Planner	13578					
12/11/2014	Thursday					NS	NBU_SHARED	1	B01 Planner	13578					
12/12/2014	Friday	RF	B04	B04_Refel_Usbty	5814	NS	NBU_SHARED	1	B01 Planner	13578	NA	C05	Unassigned	000	
12/13/2014	Saturday					VR	UNASSIGNED	1	Unassigned	000					
12/14/2014	Sunday														
12/15/2014	Monday					NS	NBU_SHARED	1	B01 Planner	13578	VR	UNASSIGNED	Unassigned	000	
12/16/2014	Tuesday					NS	NBU_SHARED	1	B01 Planner	13578					
12/17/2014	Wednesday	RF	B01	B01_PackerLineBalance_Operate	6847	NS	NBU_SHARED	1	B01 Planner	13578					
12/18/2014	Thursday					NS	NBU_SHARED	1	B01 Planner	13578					
12/19/2014	Friday					NS	NBU_SHARED	1	B01 Planner	13578					
12/20/2014	Saturday														
12/21/2014	Sunday														
12/22/2014	Monday					NS	UNASSIGNED	1	Unassigned	000					
12/23/2014	Tuesday					NS	UNASSIGNED	1	Unassigned	000					
12/24/2014	Wednesday														
12/25/2014	Thursday														
12/26/2014	Friday														
12/27/2014	Saturday														
12/28/2014	Sunday														
12/29/2014	Monday					VR	C09	1	Unassigned	000					
12/30/2014	Tuesday														
12/31/2014	Wednesday														
01/01/2015	Thursday														
01/02/2015	Friday														
01/03/2015	Saturday														
01/04/2015	Sunday														
01/05/2015	Monday	VR	(b) (6), (b) (7)(C)	Unassigned	000	NS	NBU_SHARED	1	B01 Planner	13578					
01/06/2015	Tuesday					NS	NBU_SHARED	1	B01 Planner	13578					
01/07/2015	Wednesday					NS	NBU_SHARED	1	B01 Planner	13578					
01/08/2015	Thursday					NS	NBU_SHARED	1	B01 Planner	13578					
01/09/2015	Friday					NS	NBU_SHARED	1	B01 Planner	13578	VR	C09	Unassigned	000	
01/10/2015	Saturday														
01/11/2015	Sunday					VR	UNASSIGNED	1	Unassigned	000					
01/12/2015	Monday	VR	UNASSIGNED	Unassigned	000	NS	NBU_SHARED	1	B01 Planner	13578					
01/13/2015	Tuesday	AC	B04	B04_Labeler_Operate	6919	NS	NBU_SHARED	1	B01 Planner	13578					
01/14/2015	Wednesday	RF	B10	B10_Depalletizer_Operate	7015	NS	NBU_SHARED	1	B01 Planner	13578					
01/15/2015	Thursday	VR	C06	C06_Mech_Maint_Day_Support	8377	NS	NBU_SHARED	1	B01 Planner	13578					

01/15/2015	Friday	NA	C09	Back Labeler Operator	13508	NS	NBU_SHARED	1	B08 Planner	13578									
01/17/2015	Saturday					NA	B01	1	C09_Mech_Maint_Day_Support	6377									
01/18/2015	Sunday																		
01/19/2015	Monday																		
01/20/2015	Tuesday	SK	UNASSIGNED	Unassigned	000	NS	NBU_SHARED	1	B08 Planner	13578									
01/21/2015	Wednesday	RF	B01	B01 Running Line Mechanic	3601	NS	NBU_SHARED	1	B08 Planner	13578									
01/22/2015	Thursday					NS	NBU_SHARED	1	B08 Planner	13578	AC	B10	Back Labeler Operator	13508					
01/23/2015	Friday					NS	NBU_SHARED	1	B08 Planner	13578	VR	C09	Unassigned	000					
01/24/2015	Saturday	VR	C09	Unassigned	000	WK	B04	1	B04 Running Line Mechanic	3664	RF	B10	B10 Running Line Mechanic	3716					
01/25/2015	Sunday																		
01/26/2015	Monday	NA	C07	General Packaging Labor	7256	NS	NBU_SHARED	1	B08 Planner	13578									
01/27/2015	Tuesday					NS	NBU_SHARED	1	B08 Planner	13578									
01/28/2015	Wednesday					NS	NBU_SHARED	1	B08 Planner	13578									
01/29/2015	Thursday	WK	B04	B04 Running Line Mechanic	3664	NS	NBU_SHARED	1	B08 Planner	13578									
01/30/2015	Friday	WK	B04	B04 Running Line Mechanic	3664	NS	NBU_SHARED	1	B08 Planner	13578									
01/31/2015	Saturday					VR	UNASSIGNED	1	Unassigned	000									
02/01/2015	Sunday																		
02/02/2015	Monday	WK	B13	B03 Labeler Operator	6889	NS	NBU_SHARED	1	B08 Planner	13578									
02/03/2015	Tuesday					NS	NBU_SHARED	1	B08 Planner	13578	SK	UNASSIGNED	Unassigned	000					
02/04/2015	Wednesday					NS	NBU_SHARED	1	B08 Planner	13578	WK	B03	Back Labeler Operator	13508					
02/05/2015	Thursday	WK	B04	B04 Running Line Mechanic	3664	NS	NBU_SHARED	1	B08 Planner	13578									
02/06/2015	Friday					NS	NBU_SHARED	1	Single Vacation	13578	EX	C07	Unassigned	000					
02/07/2015	Saturday					VR	UNASSIGNED	1	Unassigned	000									
02/08/2015	Sunday																		
02/09/2015	Monday					NS	NBU_SHARED	1	B08 Planner	13578									
02/10/2015	Tuesday	AC	B01	B01 Running Line Mechanic	3601	NS	NBU_SHARED	1	B08 Planner	13578									
02/11/2015	Wednesday	AC	CAN_SHARED	Confined Space Attend	85	NS	NBU_SHARED	1	B08 Planner	13578									
02/12/2015	Thursday	WK	B01	B01 Running Line Mechanic	3601	NS	NBU_SHARED	1	B08 Planner	13578									
02/13/2015	Friday	AC	B08	B08 Running Line Mechanic	3662	NS	NBU_SHARED	1	B08 Planner	13578									
02/14/2015	Saturday					VR	UNASSIGNED	1	Unassigned	000									
02/15/2015	Sunday																		
02/16/2015	Monday	NA	B03	B04_Filler_Operate	6973	NS	NBU_SHARED	1	B08 Planner	13578	VR	PALETTIZER	Unassigned	000					
02/17/2015	Tuesday	RF	B03	B03_Packer Line Balance	6897	NS	NBU_SHARED	1	B08 Planner	13578	RF	B03	B03_Relief Utility	6584					
02/18/2015	Wednesday	WK	B08	B04 Running Line Mechanic	3662	NS	NBU_SHARED	1	B08 Planner	13578									
02/19/2015	Thursday	WK	B04	B04 Running Line Mechanic	3664	NS	NBU_SHARED	1	B08 Planner	13578									
02/20/2015	Friday	RF	B11	B11_Labeler_Operate	7085	NS	NBU_SHARED	1	B08 Planner	13578	VR	CAN_SHARED	Unassigned	000					
02/21/2015	Saturday					AC	NBU_SHARED	1	B14 Planner	TRN									
02/22/2015	Sunday					VR	UNASSIGNED	1	Unassigned	000									
02/23/2015	Monday					NS	NBU_SHARED	1	B08 Planner	13578	VR	B04	Unassigned	000					
02/24/2015	Tuesday					NS	NBU_SHARED	1	B08 Planner	13578	WK	B01	B01_Mech_Maint_Day_Support	6169					
02/25/2015	Wednesday					NS	NBU_SHARED	1	B08 Planner	13578	WK	B01	B01_Mech_Maint_Day_Support	6169					
02/26/2015	Thursday	RF	B04	B04 Running Line Mechanic	3664	NS	NBU_SHARED	1	B08 Planner	13578	AC	B10	B10_Unwrapper Line Balance	7650					
02/27/2015	Friday	SK	UNASSIGNED	Unassigned	000	NS	NBU_SHARED	1	B08 Planner	13578	RF	B10	B10 Running Line Mechanic	3716					
02/28/2015	Saturday					VR	UNASSIGNED	1	Unassigned	000									
03/01/2015	Sunday																		
03/02/2015	Monday	SK	UNASSIGNED	Unassigned	000	NS	NBU_SHARED	1	B08 Planner	13578	VR	C09	Unassigned	000					
03/03/2015	Tuesday	RF	B10	B10_Unwrapper Line Balance	7650	NS	NBU_SHARED	1	B08 Planner	13578	RF	B10	B10_Packer_Operate	7643					
03/04/2015	Wednesday	WK	B10	B10 Running Line Mechanic	3716	NS	NBU_SHARED	1	B08 Planner	13578									
03/05/2015	Thursday					NS	NBU_SHARED	1	B08 Planner	13578	NA	B08	B08_Filler_Operate	6973					
03/06/2015	Friday	WK	C09	C09_Mech_Maint_Day_Support	6377	NS	NBU_SHARED	1	B08 Planner	13578									
03/07/2015	Saturday					WK	B03	1	B03 Running Line Mechanic	3633									
03/08/2015	Sunday																		
03/09/2015	Monday	VR	UNASSIGNED	Unassigned	000	NS	NBU_SHARED	1	B08 Planner	13578	VR	C01	Unassigned	000					
03/10/2015	Tuesday					NS	NBU_SHARED	1	B04 Planner	13578	NA	C09	B10_Filler_Operate	7622					
03/11/2015	Wednesday	WK	B04	B04 Running Line Mechanic	3664	NS	NBU_SHARED	1	B04 Planner	13578									
03/12/2015	Thursday					NS	NBU_SHARED	1	B04 Planner	13578	RF	B11	B10_Filler_Operate	7622					
03/13/2015	Friday					NS	NBU_SHARED	1	B04 Planner	13578	VR	UNASSIGNED	Unassigned	000					
03/14/2015	Saturday					VR	UNASSIGNED	1	Unassigned	000									
03/15/2015	Sunday					VR	UNASSIGNED	1	Unassigned	000									
03/16/2015	Monday					NS	NBU_SHARED	1	B04 Planner	13578	VR	B01	Unassigned	000					
03/17/2015	Tuesday					NS	NBU_SHARED	1	B04 Planner	13578									
03/18/2015	Wednesday	WK	B10	B10_Filler_Operate	7622	NS	NBU_SHARED	1	B04 Planner	13578									
03/19/2015	Thursday	RF	B06	B08_Relief Utility	6893	NS	NBU_SHARED	1	B04 Planner	13578									
03/20/2015	Friday	WK	B04	B04 Running Line Mechanic	3664	NS	NBU_SHARED	1	B04 Planner	13578									
03/21/2015	Saturday	VR	UNASSIGNED	B10_Filler_Operate	7622	WK	B10	1	B10_Opcofiller_Operate	7615									
03/22/2015	Sunday																		
03/23/2015	Monday					NS	NBU_SHARED	1	B04 Planner	13578									
03/24/2015	Tuesday	VR	B08	B08 Planner	13578	NS	NBU_SHARED	1	B08 Planner	13578									
03/25/2015	Wednesday	WK	B08	B08 Planner	13578	NS	NBU_SHARED	1	B08 Planner	13578									
03/26/2015	Thursday	WK	B08	B08 Planner	13578	NS	NBU_SHARED	1	B08 Planner	13578									
03/27/2015	Friday	WK	B08	B08 Planner	13578	NS	NBU_SHARED	1	B08 Planner	13578									
03/28/2015	Saturday					VR	UNASSIGNED	1	Unassigned	000									
03/29/2015	Sunday					EX	B10	1	Unassigned	000									
03/30/2015	Monday					NS	UNASSIGNED	1	Vacation	000									
03/31/2015	Tuesday					NS	UNASSIGNED	1	Vacation	000									
04/01/2015	Wednesday	EX	B08	Unassigned	000	NS	UNASSIGNED	1	Vacation	000									
04/02/2015	Thursday					NS	UNASSIGNED	1	Vacation	000	EX	B05	Unassigned	000					
04/03/2015	Friday					SK	UNASSIGNED	1	Unassigned	000									
04/04/2015	Saturday					EX	B01	1	Unassigned	000									
04/05/2015	Sunday																		
04/06/2015	Monday	EX	B01	Unassigned	000	NS	UNASSIGNED	1	At Day Off	000									
04/07/2015	Tuesday					NS	NBU_SHARED	1	B08 Planner	13578	VR	UNASSIGNED	Unassigned	000					
04/08/2015	Wednesday	RF	B03	B03 Running Line Mechanic	3633	NS	NBU_SHARED	1	B03 Planner	13578									
04/09/2015	Thursday	WK	B10	B10 Running Line Mechanic	3716	NS	NBU_SHARED	1	B08 Planner	13578									
04/10/2015	Friday	WK	B04	B04 Running Line Mechanic	3664	NS	NBU_SHARED	1	B08 Planner	13578									
04/11/2015	Saturday					VR	UNASSIGNED	1	Unassigned	000									
04/12/2015	Sunday																		
04/13/2015																			

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07/09/2015	Thursday	EX	B10	Unassigned	000	NS	UNASSIGNED	1	Vacation	000									
07/10/2015	Friday	EX	B04	Unassigned	000	NS	UNASSIGNED	1	Vacation	000									
07/11/2015	Saturday	EX				EX	C05	1	Unassigned	000									
07/12/2015	Sunday					VR	C09	1	Unassigned	000									
07/13/2015	Monday					NS	UNASSIGNED	1	Single Vacation	000	EX	C05	Unassigned					000	
07/14/2015	Tuesday					NS	B10	1	B10_Uncasser_Line_Balance	7050	VK	B08	B08 Running Line Mechanic				3692		
07/15/2015	Wednesday					NS	B10	1	B10_Uncasser_Line_Balance	7050	VK	B04	B04 Running Line Mechanic				3664		
07/16/2015	Thursday					NS	B10	1	B10_Uncasser_Line_Balance	7050									
07/17/2015	Friday					NS	B10	1	Single Vacation	7050									
07/18/2015	Saturday																		
07/19/2015	Sunday																		
07/20/2015	Monday					NS	B08	1	B08 Running Line Mechanic	3692									
07/21/2015	Tuesday					NS	B08	1	B08 Running Line Mechanic	3692									
07/22/2015	Wednesday					NS	B08	1	B08 Running Line Mechanic	3692									
07/23/2015	Thursday					NS	B08	1	B08 Running Line Mechanic	3692									
07/24/2015	Friday					NS	B08	1	B08 Running Line Mechanic	3692									
07/25/2015	Saturday																		
07/26/2015	Sunday																		
07/27/2015	Monday					NS	B10	1	B10_Decolletter_Operats	7015									
07/28/2015	Tuesday					NS	B10	1	B10_Decolletter_Operats	7015									
07/29/2015	Wednesday					NS	B10	1	B10_Decolletter_Operats	7015									

Union Seniority Report

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Seniority Date	Hire Sequence Number	Employee	Clock Number	Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Temporary	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	5				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH

Seniority Date	Hire Sequence Number	Employee	Clock Number	Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	1				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Temporary	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH

Seniority Date	Hire Sequence Number	Employee	Clock Number	Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD

Seniority Date	Hire Sequence Number	Employee	Clock Number	Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
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Seniority Date	Hire Sequence Number	Employee	Clock Number	Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD

Seniority Date	Hire Sequence Number	Employee	Clock Number	Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	ELECMECH

[illegible]

Seniority Date	Hire Sequence Number	Employee	Clock Number	Position	Employee group	Employee subgroup	Pay Grade Area	Pay Grade Type	Pay Grade
(b) (6), (b) (7)(C)	#	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
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	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PWRHOUS E
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD
	#				Regular FT	Teamster	Eden Brwy Hrly	Teamster	PROD

[illegible]

[illegible]

[illegible]

[illegible]

5.



863 E. AEA DO PO
8084 NC 27288
336.62.1210
www.millercoors.com

(b) (6), (b) (7)(C), 2015

(b) (6), (b) (7)(C)
International Brotherhood of Teamsters
Local 391
3580 NC Highway #14
Reidsville NC 27320-8724

Re: Step 2 Grievance Decision
Grievance No. (b) (6), (b) (7)(C)
Grievant: (b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

Having met and heard the Union's arguments, the Company finds that there has been no violation of the labor agreement. As a result the requested settlement is denied.

Sincerely,
(b) (6), (b) (7)(C)

Cc:

(b) (6), (b) (7)(C)

File

(b) (6), (b) (7)(C)

TEAMSTER LOCAL UNION NUMBER 391
Step 2 Grievance Appeal

To: MillerCoors
Eden, North Carolina 27288

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1. Grievant: (b) (6), (b) (7)(C) Clock No. (b) (6), (b) (7)(C) Crew: 1ST
Supervisor: (b) (6), (b) (7)(C) Department: Packaging Maint.
Steward: (b) (6), (b) (7)(C)

2. Grievance Hearing – Step 1

Company Representative: (b) (6), (b) (7)(C)

Date of Step 1 Discussion: (b) (6), (b) (7)(C) 15

Date of Step 1 Decision: (b) (6), (b) (7)(C) 15

Step 1 answer by the supervisor: _____

3. Statement of Grievance, and claims and facts upon which based: (b) (6), (b) (7)(C) has been assigned to a full time operator position outside of maintenance work group. IT has been stated by management that (b) (6), (b) (7)(C) conflicts with (b) (6), (b) (7)(C) and working relationship with (b) (6), (b) (7)(C) team are the reasons (b) (6), (b) (7)(C) has not been reassigned to a running line mechanic position. After speaking with members of (b) (6), (b) (7)(C) team I found these allegations completely false, as they had nothing but positive feedback for (b) (6), (b) (7)(C). I can only conclude that management has reassigned (b) (6), (b) (7)(C) for disciplinary purposes due to their personality differences and (b) (6), (b) (7)(C) desire to concede (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) This is a violation of article 22.1 that states the company shall NOT use job assignments for disciplinary purposes.

4. Sections of the Contract relied upon or claimed to have been violated:

Article 22.1

5. The specific solution or remedy desired:

Assign (b) (6), (b) (7)(C) to a running line mechanic position.

Grievant's Signature: (b) (6), (b) (7)(C)
Steward's Signature: (b) (6), (b) (7)(C)
Received By: (b) (6), (b) (7)(C) Date & Time: (b) (6), (b) (7)(C) 15 - 10:20am
HR Union PL/Department Steward
White Yellow Pink Goldenrod



2415, MEADOW OAD
EDR NC 27268
336 627 2100
www.millercoors.com

(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)
International Brotherhood of Teamsters
Local 391
3580 NC Highway #14
Reidsville NC 27320-8724

Re: Step 2 Grievance Decision
Grievance No. (b) (6), (b) (7)(C)
Grievant: (b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

Having met and heard the Union's arguments, the Company finds that there has been no violation of the labor agreement. As a result the requested settlement is denied.

Sincerely,

(b) (6), (b) (7)(C)

Cc:

(b) (6), (b) (7)(C)

File

(b) (6), (b) (7)(C)

TEAMSTER LOCAL UNION NUMBER 391
Step 2 Grievance Appeal

To: MillerCoors
Eden, North Carolina 27288

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1. Grievant: (b) (6), (b) (7)(C) Clock No. (b) (6), (b) (7)(C) Crew: 1st
Supervisor: (b) (6), (b) (7)(C) Department: Packaging Maint.
Steward: (b) (6), (b) (7)(C)

2. Grievance Hearing – Step 1

Company Representative: (b) (6), (b) (7)(C)

Date of Step 1 Discussion: (b) (6), (b) (7)(C) -13

Date of Step 1 Decision: (b) (6), (b) (7)(C) -15

Step 1 answer by the supervisor: Denied, not call to make

3. Statement of Grievance, and claims and facts upon which based: (b) (6), (b) (7)(C) who is a mechanic in the packaging maintenance work group is being forced to work full time as an operator in the packaging production work group. This is a violation of article 6.1 in regards to work groups and (b) (6), (b) (7)(C) seniority within the maintenance work group because there is an operator holding a position as a full time mechanic on another line that (b) (6), (b) (7)(C) is capable and qualified to work. This also violates Article 1 Section 1.3 that the company will work in a harmonious relationship with the Union.

4. Sections of the Contract relied upon or claimed to have been violated:
Article 6.1, Article 1.3, And the First letter of agreement

5. The specific solution or remedy desired: move (b) (6), (b) (7)(C) to the B1 running line mechanic position.

Grievant's Signature: (b) (6), (b) (7)(C)
Steward's Signature: (b) (6), (b) (7)(C)
Received By: (b) (6), (b) (7)(C) Date & Time: 15 B.V.
HR White Union Yellow PL/Department Pink Steward Goldenrod

(b) (6), (b) (7)(C)

TEAMSTER LOCAL UNION NUMBER 391
Step 2 Grievance Appeal

To: MillerCoors
Eden, North Carolina 27288

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1. Grievant: (b) (6), (b) (7)(C) Clock No.: (b) (6), (b) (7)(C) Crew: 3rd
Supervisor: (b) (6), (b) (7)(C) Department: Cons
Steward: (b) (6), (b) (7)(C)

2. **Grievance Hearing – Step 1**

Company Representative: (b) (6), (b) (7)(C)

Date of Step 1 Discussion: (b) (6), (b) (7)(C) 2015

Date of Step 1 Decision: (b) (6), (b) (7)(C) 2015

Step 1 answer by the supervisor: to move mechanic to operator position

3. **Statement of Grievance, and claims and facts upon which based:**

Said that there was not an open position for (b) (6), (b) (7)(C) to go to
Said that the move was not based on (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) performance
Explained that there was open position in the maintenance Dept on three

lines (b) (6), (b) (7)(C) has the skills on all three lines that have operators in
Maintenance Positions B1, TAP0, B8

(b) (6), (b) (7)(C) was B8 mechanic 5/11/15 - 5/15/15 (b) (6), (b) (7)(C) said I was not
removed from B8 Due to Performance issues

4. **Sections of the Contract relied upon or claimed to have been violated:**

Article 22.1 The company shall not use job assignment for disciplinary purposes

5. **The specific solution or remedy desired:**

Put (b) (6), (b) (7)(C) in open maintenance position

Grievant

Steward's Signature: (b) (6), (b) (7)(C)

Received

Date & Time: (b) (6), (b) (7)(C) 15 - 7:45

HR
White

Union
Yellow

PL/Department
Pink

Steward
Goldenrod

TEAMSTER LOCAL UNION NUMBER 391
Step 2 Grievance Appeal

To: MillerCoors
Eden, North Carolina 27288

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1. Grievant: (b) (6), (b) (7)(C) Clock No. (b) (6), (b) (7)(C) Crew: 3rd
Supervisor: (b) (6), (b) (7)(C) Department: Cans
Steward: (b) (6), (b) (7)(C)

2. **Grievance Hearing – Step 1**

Company Representative: (b) (6), (b) (7)(C)

Date of Step 1 Discussion: (b) (6), (b) (7)(C) 2015

Date of Step 1 Decision: (b) (6), (b) (7)(C) 2015

Step 1 answer by the supervisor: Refused to meet with the Union

3. **Statement of Grievance, and claims and facts upon which based:**

The company is not following contract by putting an operator in an
maintenance position that (b) (6), (b) (7)(C) has seniority to hold and the
skill.

4. **Sections of the Contract relied upon or claimed to have been violated:**

Article 6.1 Seniority

5. **The specific solution or remedy desired:**

To put (b) (6), (b) (7)(C) in one of the mechanical positions (b) (6), (b) (7)(C)
has seniority to hold

Grievant's

(b) (6), (b) (7)(C)

Steward's Signature:

(b) (6), (b) (7)(C)

Received

Date & Time:

(b) (6), (b) (7)(C) 15-7:42

HR
White

Union
Yellow

PL / Department
Pink

Steward
Goldenrod

TEAMSTER LOCAL UNION NUMBER 391
Step 2 Grievance Appeal

TO: MILLER BREWING COMPANY
EDEN, NORTH CAROLINA 27288

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1. Grievant: Union Clock No. Crew:
Supervisor: Department:
Steward:

2. GRIEVANCE HEARING – STEP 1

Company Representative:
Date of Step 1 Discussion:
Date of Step 1 Decision:
Step 1 answer by the supervisor:

3. STATEMENT OF GRIEVANCE, AND CLAIMS AND FACTS UPON WHICH BASED:

See attached

4. SECTIONS OF THE CONTRACT RELIED UPON OR CLAIMED TO HAVE BEEN VIOLATED:

(b) (6), (b) (7)(C)

5. THE SPECIFIC SOLUTION OR REMEDY DESIRED:

Cease from undermining the seniority of the packaging operators
and Packaging maint. workgroup.
Maintain the packaging maint workgroup and packaging operators
work groups as two distinct work skill groups as outlined in
the CBA. Where mech's have been placed in oper. roles and vice versa
maintain the mech's set and provide all opportunities for skill acquisition
in the future.

Grievant's Signature: (b) (6), (b) (7)(C)

Steward's Signature:

Received By: (b) (6), (b) (7)(C)

Date & Time: (b) (6), (b) (7)(C) 15 1:42 P.

cc: IRD – White

Union – Yellow

Supervisor/Department – Pink

Steward – Goldenrod

In the matter regarding the permanent assignment of mechanic's into operator roles and vice versa, it is the Union's opinion that while the Company has the right of assignment (per the Management's Rights Article in the CBA, and the Arbitration decision from FMCS 07-03865), it does not have the right to undermine the packaging operator or packaging maintenance work groups.

On 3/24/15 when questioned in a Town hall meeting about their intentions for the future of the packaging mechanical and operator work groups in Eden, an agent of the company stated that " We will never hire another mechanic" at the Eden brewery.

The decision by the company too permanently assign mechanics to operator roles, and vice versa, and by having exclusive decision making rights as to whom gets trained on which job/skills, undermines BOTH groups ability to retain their core skills and to gain new skills in their perspective work groups which affects the employees opportunities for overtime, future consideration for special teams, (PEST and BEST), or jobs, (planners) and therefore degrades the seniority of both work groups. The widespread disparity of skills across the packaging department in both work groups only lends credence to the Unions position.

The Union does not believe that such elimination of the packaging maintenance work group was the intent of Arbitrator Bendixsen's decision, but rather to affirm the Companies right to assign work and to the fungibility of both groups.

6.

From: (b) (6), (b) (7)(C)
Sent: Wednesday, September 17, 2014 4:24 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C) candidate

You were identified as a potential for our (b) (6), (b) (7)(C) open position.

The interview process will have two phases.

Phase 1 Demonstrative. You will be asked to demonstrate some electrical competencies. We estimate this could take up to 4 hours.

Phase 2 Critical Success Factors, Interpersonal, Communication and Contribution. You will be asked several competency questions around MillerCoors Critical Success Factors where you can speak to specific situations, personal actions and results. You will also be able to relay work contributions you have made as compared to a team. You will only proceed onto Phase 2 if you successfully worked through the demonstrative process.

A steward will be present during the interview process.

Would you please confirm that you are still interested in going through this interview process so arrangements can be made with your home team to free you up. I would like to schedule interviews as early as next week. Please let me know your intentions no later than Monday, September 22. Thank you.

(b) (6), (b) (7)(C)
863 East Meadow Drive Eden, North Carolina 27288
(b) (6), (b) (7)(C)@MillerCoors.com (b) (6), (b) (7)(C) Cell (b) (6), (b) (7)(C)

Letter Number 18

March 14, 2012

Mr. Vernon Gammon, Secretary –Treasurer
International Brotherhood of Teamsters
Local 391
3580 NC Highway #14
Reidsville, NC 27320

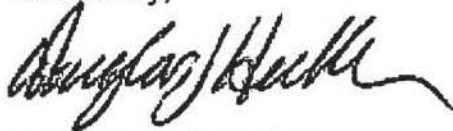
Dear Vernon:

This will reconfirm the agreement of the parties in the 2011 negotiations concerning PEST/BEST.

Members of the PEST/BEST teams will be selected by the Company from a list of volunteers provided they are capable and qualified to perform the work in question. Where qualifications are equal, seniority shall prevail. When there are insufficient volunteers or insufficient skills the Company may select the junior employee deemed capable and qualified and assign them to PEST/BEST. Employees working in the PEST/BEST positions will be assigned to first shift regardless of seniority. When a PEST/BEST vacancy occurs, and the Company determined that the position will be filled, management will select replacements as described above.

Nothing contained in this agreement will limit the Company's right to assign and direct the workforce.

Sincerely,

A handwritten signature in black ink, appearing to read "Douglas J. Heckler", with a stylized, flowing script.

Douglas J. Heckler
Corporate Labor Relations Manager

7

DeVita, Leia

From: (b) (6), (b) (7)(C)
Sent: Wednesday, June 11, 2014 12:19 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
Attachments: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C).docx

(b) (6), (b) (7)(C) notes from our meeting yesterday.

(b) (6), (b) (7)(C) explained to (b) (6), (b) (7)(C) that we had looked at approximately 15 people during the (b) (6), (b) (7)(C) interview process. (b) (6), (b) (7)(C) informed (b) (6), (b) (7)(C) that we were not taking (b) (6), (b) (7)(C) into (b) (6), (b) (7)(C) this time and explained that we looked at 5 areas during the interview process. 1st general shop demonstration (machining /welding), (three general tools that we use in (b) (6), (b) (7)(C), 2nd EIT which (b) (6), (b) (7)(C) did ok with, 3rd Problem Solving (5 Why) which (b) (6), (b) (7)(C) had not dealt with that much (only one five why ever) 4th Maximo which (b) (6), (b) (7)(C) was least proficient and is one of the tools that we use daily and 5th General Questions on what you bring to the team, then the Team interaction (how you work and interact with other team members /peers/ process leads) how they perceive you. (b) (6), (b) (7)(C) explained to (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) needed to work on Maximo use and work order template understanding, 5 Why and relationship building that (b) (6), (b) (7)(C) needed time to rebuild the damaged relationship with some operators and process leads. (b) (6), (b) (7)(C) got up and said you already filled the (b) (6), (b) (7)(C) positions and left.

A few minutes later (b) (6), (b) (7)(C) came back with (b) (6), (b) (7)(C) and interrupted a meeting with (b) (6), (b) (7)(C) and said that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) said the reason that you said that I didn't make it into (b) (6), (b) (7)(C) is that I need to work on interpersonal skills. (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) had issues working with process leads and (b) (6), (b) (7)(C) wanted to know who and (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) for one. (b) (6), (b) (7)(C) then gave a couple of examples.

I explained to (b) (6), (b) (7)(C) that I had a couple of snap shots, one of which I discuss during the interview process with an incident where C9 pasteurizer was down hard and needed a piece welded. I had spoken to (b) (6), (b) (7)(C) about using (b) (6), (b) (7)(C) to weld the piece and (b) (6), (b) (7)(C) had agreed. I approached (b) (6), (b) (7)(C) at the Can Seam inspection area in the can office and explained the situation to (b) (6), (b) (7)(C) told me that (b) (6), (b) (7)(C) needed to finish the seam set and then take (b) (6), (b) (7)(C) lunch. I discussed the situation with (b) (6), (b) (7)(C) and we decided to use (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) had said that (b) (6), (b) (7)(C) needed finish (b) (6), (b) (7)(C) seam set and then (b) (6), (b) (7)(C) would do the weld. Then (b) (6), (b) (7)(C) said that we would agree to disagree on this.

The next snap shot was when (b) (6), (b) (7)(C) was on the can lines and had an issue with the slip sheet fingers on the Depal. (b) (6), (b) (7)(C) called the (b) (6), (b) (7)(C) back to the Depal to work on the problem. I walked back to the Depal and got involved with the issue and had (b) (6), (b) (7)(C) trouble shooting the problem. It is intended that the (b) (6), (b) (7)(C) guys coach and teach when they get called to and issue on a machine. I reminded (b) (6), (b) (7)(C) that I had to call (b) (6), (b) (7)(C) downstairs when (b) (6), (b) (7)(C), myself and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) went downstairs to check on the air supply pressure. (b) (6), (b) (7)(C) was more intent on socializing with the operator than trying to get the Depal up and running.

(b) (6), (b) (7)(C) was told before (b) (6), (b) (7)(C) left the initial meeting that (b) (6), (b) (7)(C) has a year to work on some of the concerns noted (Maximo, Problem solving and relationships) to work on and then (b) (6), (b) (7)(C) could put (b) (6), (b) (7)(C) name back in after a year has passed if we have an opening.

January 30, 2015

Mr. Vernon Gammon, Secretary-Treasurer
International Brotherhood of Teamsters
Local 391
3580 NC Highway #14
Reidsville, NC 27320

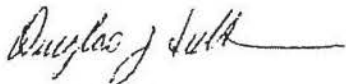
Dear Vernon:

This is to confirm the agreement of the parties regarding Asset Care Planner work.

Asset Care Planner work will be transitioned from salaried to bargaining unit employees. It is anticipated that the transition will be completed before the end of 2013. When filling the initial bargaining unit job openings, and future vacancies, the Company will select the senior employee from among those employees applying for the job who possess the demonstrated skills and qualifications for the requirements of the job. Performance in the job will be reviewed semi-annually, and in the event of unsatisfactory performance, the Company may de-select the employee. The employee may also self de-select at this time. In the event either the Company or employee de-selects during the employee's first year as an Asset Care Planner, the employee and the employee's original replacement would both return to their previous work group. If the employee has been in the role greater than one year, the employee would transition to the work group and shift per the contract language dealing with work group realignment. Because this is a transition process, it is understood that the performance of this work by salaried employees during the transition process shall not be considered a violation of Article 20. For purposes of overtime administration Asset Care Planners will be assigned to the Maintenance Department for purposes of overtime, either Electrical or Mechanical, as deemed appropriate. Asset Care Planners may be assigned to first shift regardless of seniority. Asset Care Planners will select vacation in their designated business units, as further described in section 11.2(1) of the labor contract.

The parties agree to continue the current practice of assisting other Asset Care Planners in covering work due to the absence of a Planner.

Sincerely,



Douglas J. Heckler
Corporate Labor Relations Manager

9.

To:

Jenny Dunn

(Board Agent)

National Labor Relations Board

Region 11

4035 University Parkway, Suite 200

P. O. Box 11467

Winston-Salem, NC 27116-1467

Phone: 336/631-5201

Fax: 336/631-5210

**REQUEST FOR DEFERRAL
TO THE GRIEVANCE-ARBITRATION PROCEDURE**

The Charged Party hereby notifies the National Labor Relations Board Regional Office that it is now, and for a reasonable period of time will be, willing to arbitrate the dispute(s) underlying the charge(s) in the following-named case(s), notwithstanding any contractual time limitations on the processing of the grievance(s) to arbitration.

MillerCoors, LLC

Case Name

10-CA-150641

Case No.

Jenia Duff

Signature

7/22/15

Date

A copy of the completed form should be transmitted to the Regional Office by fax and the form bearing the original signature should be transmitted via regular mail.

NOTICE OF CORRECTIVE ACTION

Employee	(b) (6), (b) (7)(C)	Clock	(b) (6), (b) (7)(C)
Issue Date	(b) (6), (b) (7)(C) 14	Work Group	PKG
		Crew/Shift	1
ACTION BEING TAKEN		REASON	
Verbal		Plant Rule Violation	
<input checked="" type="checkbox"/> Verbal	<input type="checkbox"/> Absenteeism	<input type="checkbox"/> 3 Day Absence - A.W.O.L.	
<input type="checkbox"/> Written	<input type="checkbox"/> Tardy; L.W.E.	<input type="checkbox"/> Weekend Absence	
<input type="checkbox"/> Suspension	<input type="checkbox"/> Not Reporting Off		
<input type="checkbox"/> Termination	<input type="checkbox"/> Other		

STATEMENT OF CORRECTIVE ACTION

You are receiving a Verbal Warning for having a Late Call In on (b) (6), (b) (7)(C) /14 which is a violation of plant rule #22 and #23. Please be advised that additional Late Call In occurrences will result in further corrective action up to and including termination.

You are being given, by means of this action, an opportunity to correct this problem so that in the future you will fully meet the responsibilities of your job. Should you fail to do so, you will subject yourself to further Disciplinary Action up to and including discharge.

PRIOR, RELATED ACTIONS

(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
Sup	Date
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 14
(b) (6), (b) (7)(C)	Date
	(b) (6), (b) (7)(C) 14
Steward Signature	Date

Did Employee Request Union Representation?

Yes No

NOTICE OF CORRECTIVE ACTION

Employee	(b) (6), (b) (7)(C)	Clock	(b) (6), (b) (7)(C)
Issue Date	(b) (6), (b) (7)(C) 14	Work Group	PKG
		Crew/Shift	1
ACTION BEING TAKEN		REASON	
Written		Plant Rule Violation	
<input type="checkbox"/> Verbal	<input type="checkbox"/> Absenteeism	<input type="checkbox"/> 3 Day Absence - A.W.O.L.	
<input checked="" type="checkbox"/> Written	<input type="checkbox"/> Tardy; L.W.E.	<input type="checkbox"/> Weekend Absence	
<input type="checkbox"/> Suspension	<input type="checkbox"/> Not Reporting Off		
<input type="checkbox"/> Termination	<input type="checkbox"/> Other		

STATEMENT OF CORRECTIVE ACTION

You are receiving a Written Warning for having a Late Call In on (b) (6), (b) (7) 14 which is a violation of plant rule #22 and #23. Please be advised that additional Late Call In occurrences will result in further corrective action up to and including termination.

You are being given, by means of this action, an opportunity to correct this problem so that in the future you will fully meet the responsibilities of your job. Should you fail to do so, you will subject yourself to further Disciplinary Action up to and including discharge.

PRIOR, RELATED ACTIONS

(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	14
	By Prior Discipline 1550	Date	(b) (6), (b) (7)(C) 14
	1550 17 24	Date	(b) (6), (b) (7)(C) 14
		Date	(b) (6), (b) (7)(C) 14

Did Employee Request Union Representation?

☒ Yes ☐ No

IRD - White

SUPERVISOR/DEPARTMENT - Yellow

STEWARD - Pink

EMPLOYEE - Goldenrod

NOTICE OF CORRECTIVE ACTION

Employee	(b) (6), (b) (7)(C)	Clock	(b) (6), (b) (7)(C)
<hr/>			
Issue Date	(b) (6), (b) (7)(C) 14	Work Group	PKG Crew/Shift 1
<hr/>			
ACTION BEING TAKEN	Suspension	REASON	Plant Rule Violation
<hr/>			
<input type="checkbox"/> Verbal	<input type="checkbox"/> Absenteeism	<input type="checkbox"/> 3 Day Absence - A.W.O.L.	
<input type="checkbox"/> Written	<input type="checkbox"/> Tardy; L.W.E.	<input type="checkbox"/> Weekend Absence	
<input checked="" type="checkbox"/> Suspension	<input type="checkbox"/> Not Reporting Off		
<input type="checkbox"/> Termination	<input type="checkbox"/> Other		

STATEMENT OF CORRECTIVE ACTION

You are receiving a Suspension for having a Late Call In on (b) (6), (b) (7)(C) 14 which is a violation of plant rule #22 and #23. Please be advised that additional Late Call In occurrences will result in further corrective action up to and including termination.

Suspension Dates: (b) (6), (b) (7)(C) 14, (b) (6), (b) (7)(C) 14, and (b) (6), (b) (7)(C) 14

You are being given, by means of this action, an opportunity to correct this problem so that in the future you will fully meet the responsibilities of your job. Should you fail to do so, you will subject yourself to further Disciplinary Action up to and including discharge.

PRIOR, RELATED ACTIONS

(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) 14
<hr/>	
(b) (6), (b) (7)(C)	Date (b) (6), (b) (7)(C) 14
	Date (b) (6), (b) (7)(C) 14
	Date (b) (6), (b) (7)(C) 14

Did Employee Request Union Representation?

Yes No

12.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, March 05, 2015 7:45 AM
To: (b) (6), (b) (7)(C)@teamsterslocal391.org; (b) (6), (b) (7)(C)
Subject: Letter Form (b) (6), (b) (7)(C) Concerning Call Ability In Reference To The MillerCoors Absentee Program
Attachments: Letter From (b) (6), (b) (7)(C).pdf

(b) (6), (b) (7)(C)

Attached you will find the document the company has requested concerning the late call in situation I was involved in earlier this year. Please review the document and let me know if there is any further information I need to provide.



863 E. MEADOW ROAD
EDEN, NC 27288-3636
336.627.2100
www.MillerCoors.com

March 11, 2015

(b) (6), (b) (7)(C)

(b) (6), (b)

After review of your medical documentation that you submitted on March 5, 2015, your request to reverse your suspension has been denied for the following reasons:

- We expect you to call in or have someone call in for you on time when you are not able to report to work.
- The note that you submitted from the nurse describes your medical condition in generic terms. It does not specifically state why you did not call in on time on those specific days.

If you are able to submit documentation that proves that you were medically incapacitated, we will review your documentation and provide a decision.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Wednesday, March 11, 2015 2:48 PM
To: (b) (6), (b) (7)(C) @teamsterslocal391.org
Subject: RE: Letter Form (b) (6), (b) (7)(C) Concerning Call Ability In Reference To The MillerCoors Absentee Program

It is very disappointing though not unexpected that MillerCoors would take this position. There was a time when employers looked at individual circumstances and made reasonable exceptions. As I recall the current contract even states that for absenteeism that would occur. I will wait on a reply from my Union Leadership as to what steps to take next, attempt to provide further documentation (Not really sure what MillerCoors would expect, there was a hospitalization, then multiple occurrences three of which happened after 5:42 AM. A letter from the (b) (6), (b) (7)(C) that states that (b) (6), (b) (7)(C) are neither controllable nor predictable that would suggest that this condition may or may not allow 1 hour time frame for notification, all but three times since May 2009 I have complied with the policy), conclude the grievance process etc. Medically speaking there is a process in which you seek medical assistance. When an individual has the conditions that I am unfortunately subject to one begins to experience (b) (6), (b) (7)(C) whatever you want to call it, you (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) As I indicated from the very beginning of this conversation I was (b) (6), (b) (7)(C) to relieve

the symptoms. Another fact is that when one takes (b) (6), (b) (7)(C) So with all this the MillerCoors safety first again does not apply as MillerCoors is clear in its attendance policy that a 1 hour call off for a condition that occurs after the 1 hour allotment of time but you have time to make it to work to punch in and then call the absentee recorded line and report that you are leaving in 1 hour to comply as I did after the suspension to prevent termination, again not putting my safety nor my fellow co-workers safety, nor the general public's safety first. I respect MillerCoors decision but disagree with it as the (b) (6), (b) (7)(C) addresses this very situation when conditions do not allow advanced notifications. Again to reiterate I will wait on my Union Leadership to follow the process of the grievance procedure be it 3rd step or arbitration.

Thank you for your time, respectfully submitted,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Wednesday, March 11, 2015 12:19 PM
To: (b) (6), (b) (7)(C) @teamsterslocal391.org
Subject: RE: Letter Form (b) (6), (b) (7)(C) Concerning Call Ability In Reference To The MillerCoors Absentee Program

(b) (6), (b) (7)(C)

Please find attached a response to your request.

If you have questions, please do not hesitate to contact me.

Thanks,

(b) (6), (b) (7)(C)

1611 Meadows Rd - Eden, North Carolina 27239-1611
(b) (6), (b) (7)(C) @millercoors.com (b) (6), (b) (7)(C) Cell (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)

Sent: Thursday, March 05, 2015 7:45 AM

To: (b) (6), (b) (7)(C) @teamsterslocal391.org; (b) (6), (b) (7)(C)

Subject: Letter Form (b) (6), (b) (7)(C) Concerning Call Ability In Reference To The MillerCoors Abscentee Program

(b) (6), (b) (7)(C)

Attached you will find the document the company has requested concerning the late call in situation I was involved in earlier this year. Please review the document and let me know if there is any further information I need to provide.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Wednesday, April 15, 2015 8:28 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) @teamsterslocal391.org; (b) (6), (b) (7)(C)
Subject: FW: Request For A LOA With Very Little Notice

(b) (6), (b) (7)(C)

I have spoken with (b) (6), (b) (7)(C) and as disappointed as (b) (6), (b) (7)(C) is we agree taking a point for this could be more detrimental in the future. It surely is ashamed that company policy as copied and pasted out of the attendance policy paragraph 2 indicates the company understands of rare occasions of needed time off. I can think of no rarer occasion than (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) But the company has chosen to not allow a simple 2 hours of excused time off (b) (6), (b) (7)(C) An event such as this is what makes employees feel how we are appreciated. We are World Class And Destined to be The Brewery Of Choice no matter the family/work relationship the MillerCoors implies it so desires to balance.



Eden Brewery Attendance Control Program

(Effective 11/24/2013)

Company policy, the applicable collective bargaining agreement, and this attendance program allow employees reasonable time off from their work schedule for a variety of situations. It is the expectation of the Company that employees will be at work on all days they are scheduled to work (including overtime). It is understood that on rare occasions issues arise which prevent an employee from coming to work, or arriving to work on time.

From: (b) (6), (b) (7)(C)
Sent: Tuesday, April 14, 2015 2:20 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: Request For A LOA With Very Little Notice

I do not have a PSP day available due to health issues at the beginning of this year. Taking the Educational part out of this, the Compassionate thing to do would be work with the labor group as the attendance policy indicates the company will. However I do not see where the NC Educational 4 does not apply. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I would ask the company to reconsider this position.
 Thank You,

From: (b) (6), (b) (7)(C)
Sent: Tuesday, April 14, 2015 12:59 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: Request For A LOA With Very Little Notice

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) and understand your request. Unfortunately the NC educational 4 hours per year is not applicable in this situation. You can use a PSP day, if you have any remaining.

Thanks,

(b) (6), (b) (7)(C)

863 E. Meadow Rd Eden, North Carolina 27224-3636

(b) (6), (b) (7)(C) @millercoors.com (b) (6), (b) (7)(C) Cell (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)

Sent: Tuesday, April 14, 2015 9:08 AM

To: (b) (6), (b) (7)(C)

Cc: (b) (6), (b) (7)(C)

Subject: Request For A LOA With Very Little Notice

(b) (6), (b) (7)(C)

I have a request to make. Friday Afternoon (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

held Wednesday April 15, 2015 at 10:30 AM at (b) (6), (b) (7)(C) If you would like to verify this the number is (b) (6), (b) (7)(C) I would like a LOA using the Educational 4 hours per year to attend this (b) (6), (b) (7)(C) I would leave at 9:45 AM and return immediately after (b) (6), (b) (7)(C) likely between 11:30 and 12:00 PM. I spoke with my PL/BUM this morning of the circumstances and (b) (6), (b) (7)(C) referred me to you. There is no early notification due to the unforeseen (b) (6), (b) (7)(C)

Thank You,
(b) (6), (b) (7)(C)

14

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, (b) (6), (b) (7)(C) 2015 9:40 AM
To: (b) (6), (b) (7)(C)
Subject: Planner - (b) (6), (b) (7)(C) 2015.xlsx
Attachments: Planner - (b) (6), (b) (7)(C) 2015.xlsx

(b) (6), (b) (7)(C)

Attached is the list of employees that want to be considered for the planner position.

[illegible]



863 E. MEADOW ROAD
EDEN, NC 27288
336.627.2100
www.MillerCoors.com

(b) (6), (b) (7)(C) 2014

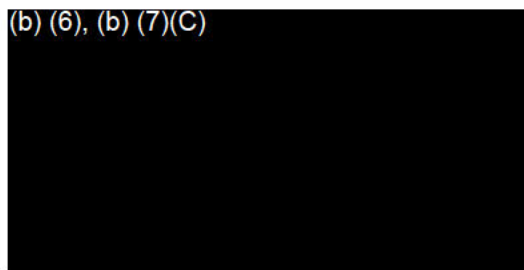
(b) (6), (b) (7)(C)
International Brotherhood of Teamsters
Local 391
3580 NC Highway #14
Reidsville NC 27320-8724

Re: Step 2 Grievance Decision
Grievance No. (b) (6), (b) (7)(C)
Grievant: (b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

Having met and heard the Union's arguments on (b) (6), (b) (7)(C) 2014 the Company finds that there is no violation of the CBA. As a result the requested settlement is denied.

(b) (6), (b) (7)(C)

A large rectangular black box redacting the main body of the letter.

Cc: (b) (6), (b) (7)(C)
File
(b) (6), (b) (7)(C)

A small rectangular black box redacting the bottom of the distribution list.

(b) (6), (b) (7)(C)

Turned in on (b) (6), (b) (7)(C) 14

TEAMSTER LOCAL UNION NUMBER 391
Step 2 Grievance Appeal

To: MillerCoors
Eden, North Carolina 27288

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1. Grievant: (b) (6), (b) (7)(C) Clock No. (b) (6), (b) (7)(C) Crew: 1st
Supervisor: (b) (6), (b) (7)(C) Department: SBU/maint.
Steward: (b) (6), (b) (7)(C)

2. Grievance Hearing – Step 1

Company Representative: (b) (6), (b) (7)(C)

Date of Step 1 Discussion: (b) (6), (b) (7)(C) 14

Date of Step 1 Decision: (b) (6), (b) (7)(C) 14

Step 1 answer by the supervisor: issue discipline as stated

3. Statement of Grievance, and claims and facts upon which based:

- issued Discipline on (b) (6), (b) (7)(C) 14 and (b) (6), (b) (7)(C) 14 Then 20 min
Later issued Discipline again for (b) (6), (b) (7)(C) 14, (b) (6), (b) (7)(C) 14
and (b) (6), (b) (7)(C) 14 for Late Calls. Should not issued Discipline
again on the same Days and made discipline from a written
To suspension. - Should not charge discipline if you call
Late with (b) (6), (b) (7)(C) issue flares up.

4. Sections of the Contract relied upon or claimed to have been violated:

Plant Rule 22 + 23 (Late Call)

5. The specific solution or remedy desired:

- 3 days pay @ Straight Time rate For Days Suspended
- Cost of Company meal missed Due To Suspension
- In a whole, all areas pertaining to pay hours missed and
awards in every way. *Eliminate The 1 hour call Before
(b) (6), (b) (7)(C) Shift Starts Due To (b) (6), (b) (7)(C) issues.

Grievant's Signature

Steward's Signature:

Received By: _____ Date & Time: _____

HR
White

Union
Yellow

PL / Department
Pink

Steward
Goldenrod



863 E. MEADOW ROAD
EDEN, NC 27288
336.627.2100
www.MillerCoors.com

(b) (6), (b) (7)(C), 2015

(b) (6), (b) (7)(C)
International Brotherhood of Teamsters
Local 391
3580 NC Highway #14
Reidsville NC 27320-8724

Re: Step 2 Grievance Decision
Grievance No. (b) (6), (b) (7)(C)
Grievant: (b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C)

Having met and heard the Union's arguments on (b) (6), (b) (7)(C) 2015 the Company finds that there is no violation of the CBA. As a result the requested settlement is denied.

(b) (6), (b) (7)(C)

Cc:

(b) (6), (b) (7)(C)

File

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

TEAMSTER LOCAL UNION NUMBER 391
Step 2 Grievance Appeal

To: MillerCoors
Eden, North Carolina 27288

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1. Grievant: (b) (6), (b) (7)(C) Clock No. (b) (6), (b) (7)(C) Crew: 1st
Supervisor: (b) (6), (b) (7)(C) Department: Pky, Elec.
Steward: (b) (6), (b) (7)(C)

2. Grievance Hearing – Step 1

Company Representative: (b) (6), (b) (7)(C)

Date of Step 1 Discussion: (b) (6), (b) (7)(C) - 2015

Date of Step 1 Decision: (b) (6), (b) (7)(C) - 2015

Step 1 answer by the supervisor: Denied grievance because leave was not related to the educational process.

3. Statement of Grievance, and claims and facts upon which based: (b) (6), (b) (7)(C) made a request to leave work to attend (b) (6), (b) (7)(C) child's school (b) (6), (b) (7)(C) under the North Carolina general statute 95-28.3. This statute requires an employer to grant 4 hours per year leave to any employee so they may attend their child's school. This denial is unfounded due to the fact that the statute does not state that the leave has to be for educational processes, or any other matter. It does state that "the employee may attend or otherwise be involved at that child's school" attend being the key word.

4. Sections of the Contract relied upon or claimed to have been violated:
North Carolina general statute 95-28.3

5. The specific solution or remedy desired: No employee who requests a leave under this general statute will be denied their request.

Grievant's Signature: (b) (6), (b) (7)(C) Steward's Signature: (b) (6), (b) (7)(C)
Received: (b) (6), (b) (7)(C) Date & Time: (b) (6), (b) (7)(C) 15 10:40 am

HR	Union	PL / Department	Steward
White	Yellow	Pink	Goldenrod

TO: BUSINESS AGENT
TEAMSTERS LOCAL UNION NO. 391

DATE: (b) (6), (b) (7)(C) 15

GRIEVANCE NO.: (b) (6), (b) (7)(C)

☐ I AGREE WITH THE COMPANY'S STEP 2 DECISION.

☒ I AM DISSATISFIED WITH THE COMPANY'S STEP 2 DECISION AND
HEREBY REQUEST THE ABOVE SHOWN GRIEVANCE BE REFERRED TO
STEP 3 OF THE GRIEVANCE/ARBITRATION PROCEDURE.

☐ I HEREBY WITHDRAW THE (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

STEWARD: (b) (6), (b) (7)(C)

LABOR RELATIONS REPRESENTATIVE INVOLVED (b) (6), (b) (7)(C)

NOTE: IT IS THE STEWARD'S RESPONSIBILITY TO NOTIFY THE UNION
OFFICE OF THIS RESPONSE.

RECEIVED BY THE LOCAL UNION - EDEN OFFICE ON _____

White - Company
Canary - Union



863 E. MEADOW ROAD
EDEN, NC 27288-3636
336.627.2100
www.MillerCoors.com

(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)
International Brotherhood of Teamsters
Local 391
3580 NC Highway #14
Reidsville NC 27320-8724

Re: Step 2 Grievance Decision
Grievance No. (b) (6), (b) (7)(C)
Grievant: Class Action

Dear (b) (6), (b) (7)(C):

Having met and heard the Union's arguments on (b) (6), (b) (7)(C) 2015 the Company finds that there is no violation of the CBA. As a result the requested settlement is denied.

(b) (6), (b) (7)(C)

Cc: File
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

TEAMSTER LOCAL UNION NUMBER 391
Step 2 Grievance Appeal

To: MillerCoors
Eden, North Carolina 27288

The following grievance is hereby appealed to Step 2 of the Grievance Procedure:

1. Grievant: Class Action Clock No. _____ Crew: _____
Supervisor: (b) (6), (b) (7)(C) Department: Packaging
Steward: (b) (6), (b) (7)(C)

2. Grievance Hearing – Step 1

Company Representative: (b) (6), (b) (7)(C)

Date of Step 1 Discussion: (b) (6), (b) (7)(C) 2015

Date of Step 1 Decision: (b) (6), (b) (7)(C) 2015

Step 1 answer by the supervisor: Employees in question were not on the List of Candidates (b) (6), (b) (7)(C) received From HR.

3. Statement of Grievance, and claims and facts upon which based:

Not all employees who responded to the solicitation email on 3-13, For the most recent Asset Care Planner Position to request an interview were offered an interview.

(b) (6), (b) (7)(C) stated that the employees in question (b) (6), (b) (7)(C) were not on the list of Candidates to interview that (b) (6), (b) (7)(C) received From HR.

4. Sections of the Contract relied upon or claimed to have been violated:

First letter of Agreement

5. The specific solution or remedy desired:

The company will interview all employees who submitted an interest in this and any Future job postings.

Grievant: (b) (6), (b) (7)(C) Steward's Signature: (b) (6), (b) (7)(C)
Received: (b) (6), (b) (7)(C) Date & Time: (b) (6), (b) (7)(C) 15
HR White Union Yellow PL/Department Pink Steward Goldenrod

RE: MillerCoors, Case 10-CA-157476

DeVita, Leia <Leia.DeVita@millercoors.com>

Tue 9/22/2015 6:13 PM

To: Dunn, Jenny <Jenny.Dunn@nlrb.gov>;

Cc: Heckler, Doug <Douglas.Heckler@millercoors.com>;

Hi Ms. Dunn –

Please find the answers to additional questions below. Thank you.

1. Did (b) (6), (b) (7)(C) advise that the Employer would no longer consider resolving the movement of mechanics issue because of the grievances and ulp?

At no time did (b) (6), (b) (7)(C) inform the respective (b) (6), (b) (7)(C) nor (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) or the Company would no longer address ongoing concerns around this matter. Please refer to the position letter filed by the Company in this matter. It explains that the Union (b) (6), (b) (7)(C) initially agreed with (b) (6), (b) (7)(C) plan to assign 5 mechanics to operator positions. (b) (6), (b) (7)(C) understood this to mean that the Union would not look upon this as a contract violation. But (b) (6), (b) (7)(C) changed their position several times, ultimately saying that the Company could only assign the mechanics to mechanic positions. The Union's position in the NRLB case, and the grievances filed by the Union, confirmed the Union's later position, which was that the contract does not permit the Company to do this. When it was clear there was a disagreement about this important contract language, and the scope of the prior arbitration decision, (b) (6), (b) (7)(C) told the Union that further discussions would need to involve HR. This is consistent with the practice at the brewery for many years: managers deal with (b) (6), (b) (7)(C) on day-to-day operational issues, but when a contract violation is alleged, such as in a grievance, HR is brought in to the discussion. At no time did (b) (6), (b) (7)(C) or the Company refuse to have additional discussions of the issue.

2. Can you also confirm whether the parties have bargained over or met on the issue since that time, as it is anticipated that the Union will allege a refusal to bargain because of the ulp charge and/or grievances?

As of the last conversation (b) (6), (b) (7)(C) had with the shift stewards regarding the need to involve the Human Resources Department in any future discussions, the (b) (6), (b) (7)(C) have not approached (b) (6), (b) (7)(C), nor (b) (6), (b) (7)(C) about any ongoing concerns.

After the labor charge was filed, (b) (6), (b) (7)(C) met with (b) (6), (b) (7)(C) regarding the movements of mechanics to operator positions and the previous discussions (b) (6), (b) (7)(C) had with the (b) (6), (b) (7)(C). No additional conversations have taken place on this subject.

(b) (6), (b) (7)(C), discussed the matter briefly with (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) first grievance review meeting with (b) (6), (b) (7)(C) in late June. (b) (6), (b) (7)(C) conveyed the union's position on the issue at hand and mentioned the case was currently under review by the NLRB.

From: Dunn, Jenny [mailto:Jenny.Dunn@nlrb.gov]

Sent: Monday, September 21, 2015 12:37 PM

To: DeVita, Leia

Subject: Fwd: MillerCoors, Case 10-CA-157476

Ms. DeVita

Can you also confirm whether the parties have bargained over or met on the issue since that time, as it is anticipated that the Union will allege a refusal to bargain because of the ulp charge and/or grievances?

Thank you,
Jenny

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: "Dunn, Jenny" <Jenny.Dunn@nlrb.gov>

Date: 09/21/2015 10:20 AM (GMT-05:00)

To: "DeVita, Leia" <Leia.DeVita@millercoors.com>, "Heckler, Doug" <Douglas.Heckler@millercoors.com>

Subject: RE: MillerCoors, Case 10-CA-157476

Thank you, Ms. DeVita. One additional question. .it was not clear from your position statement:

Did (b) (6), (b) (7)(C) advise that the Employer would no longer consider resolving the movement of mechanics issue because of the grievances and ulp?

Please advise by no later than close of business tomorrow, September 22, 2015.

Sincerely,

Jenny Dunn

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: "DeVita, Leia" <Leia.DeVita@millercoors.com>

Date: 09/18/2015 11:26 AM (GMT-05:00)

To: "Heckler, Doug" <Douglas.Heckler@millercoors.com>, "Dunn, Jenny" <Jenny.Dunn@nlrb.gov>

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Ms. Dunn –

The Company has no documentation for requests 2 and 3.

Thank you,

Leia

From: Heckler, Doug
Sent: Thursday, September 17, 2015 4:02 PM
To: Dunn, Jenny; DeVita, Leia
Subject: RE: MillerCoors, Case 10-CA-157476

Hello Ms. Dunn: Attached is a commerce questionnaire. Leia is traveling on business today so I am sending it to you. Thanks.

From: Dunn, Jenny [mailto:Jenny.Dunn@nlrb.gov]
Sent: Thursday, September 17, 2015 2:38 PM
To: DeVita, Leia; Heckler, Doug
Subject: RE: MillerCoors, Case 10-CA-157476

Thank you for the clarification, Ms. DeVita. It would appear, then, that we have not received the following:

1. The completed commerce questionnaire.
2. Any documents reflecting or referring to meetings with the Union or employees concerning the issue of mechanics working in operator positions, including but not limited to any notes taken by the Employer during or following any meetings, and memos or emails reflecting the discussion of such meetings, for the time period April 1, 2015, to the present.
3. Any documents, rough draft or otherwise, outlining any agreed-upon plans or proposed plans for a process to return mechanics to their former positions.

The completed commerce questionnaire is a requirement. I have attached it again above for your convenience.

Please provide documentation in response to items 2 and 3 by no later than tomorrow, September 18, 2015. If there are no documents responsive to items 2 and 3, please advise. If we do not receive the requested information the Region will consider taking additional action that may include issuing a subpoena for these items or making a decision without this information.

I thank you for your cooperation in this matter.

Sincerely,
Jenny Dunn

From: DeVita, Leia [mailto:Leia.DeVita@millercoors.com]
Sent: Thursday, September 17, 2015 3:30 PM

To: Dunn, Jenny; Heckler, Doug

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Jenny -

The attached document relates to charge 10-CA-157476 and:

4. Documents that would list or refer to the job positions in which mechanics (b) (6), (b) (7)(C) worked for the time period [%20%20] January 1, 2015, to the present.

Thanks,

Leia

Sent via the Samsung GALAXY S® 5, an AT&T 4G LTE smartphone

----- Original message -----

From: "Dunn, Jenny" <Jenny.Dunn@nlrb.gov>

Date: 09/17/2015 11:34 AM (GMT-08:00)

To: "DeVita, Leia" <Leia.DeVita@millercoors.com>, "Heckler, Doug" <Douglas.Heckler@millercoors.com>

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Leia,

It appears that the documentation attached pertains to the prior charge in 10-CA-150641. Is there separate documentation your client wishes to provide for 10-CA-157476?

Thank you,
Jenny

From: DeVita, Leia [mailto:Leia.DeVita@millercoors.com]

Sent: Thursday, September 17, 2015 1:59 PM

To: Dunn, Jenny; Heckler, Doug

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Jenny -

Attached please find MillerCoors' written position in case 10-CA-157476 along with the requested documentation.

Thank you,

Leia

From: Dunn, Jenny [mailto:Jenny.Dunn@nlrb.gov]

Sent: Tuesday, September 15, 2015 7:18 AM

To: DeVita, Leia

Subject: RE: MillerCoors, Case 10-CA-157476

Hi Leia,

Certainly; however, we will be unable to extend any further than that date.

Thank you,
Jenny

From: DeVita, Leia [<mailto:Leia.DeVita@millercoors.com>]

Sent: Monday, September 14, 2015 4:15 PM

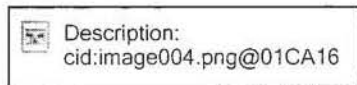
To: Dunn, Jenny

Subject: MillerCoors, Case 10-CA-157476

Hi Jenny –

Would it be possible to extend the deadline for response to the above charge to Thursday, September 17th? Doug Heckler (the other attorney listed on the appearance form) is going to the Eden Brewery tomorrow to work with the brewery on documentation. Please advise.

Thank you for your help!



Leia DeVita • Labor Relations Specialist

3939 West Highland Blvd • Milwaukee, Wisconsin • 53208-3175

Leia.DeVita@MillerCoors.com • (414) 931-3596 • Cell (203) 536-8932

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACECase
10-CA-157476Date Filed
9/25/15**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MillerCoors, LLC		b. Tel. No. (336) 627-2471
		c. Cell No. (336) 552-4998
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1863 E Meadow Rd. Eden, NC 27288-4067	e. Employer Representative Tracy Marvin HR Manager	g. e-Mail marvin.tracy@millercoors.com
		h. Number of workers employed 600
i. Type of Establishment (factory, mine, wholesaler, etc.) Brewery	j. Identify principal product or service Beer	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about May 21, 2015, the above-named Employer, by (b) (6), (b) (7)(C), threatened to lay off in retaliation for union activity.

In about May 2015, the above-named employer, by (b) (6), (b) (7)(C), advised employees that it was rescinding its earlier offer to move mechanics back to mechanic positions, because of union activities and NLRB activities.

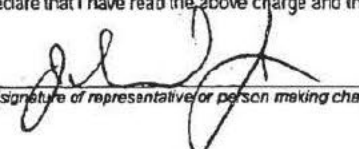
Since about May 2015, the Employer has failed and refused to move mechanics back to mechanic positions, and has failed and refused to meet on the matter further, because of union activities and NLRB activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Teamsters

4a. Address (Street and number, city, state, and ZIP code) 3910 Teamsters Place Colfax, NC 27235-5600	4b. Tel. No. (336) 996-2040
	4c. Cell No. (336) 274-2992
	4d. Fax No. (336) 996-4431
	4e. e-Mail jdavidjames@earthlink.net

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (336) 996-2040
By  (signature of representative or person making charge)	J. David James, Esquire (Print type name and title or office, if any)	Office, if any, Cell No. (336) 274-2992
		Fax No. (336) 996-4431
3910 Teamsters Place, Colfax, NC 27235-5600 Address _____ (date) _____		e-Mail jdavidjames@earthlink.net

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210



Download
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Mobile App

September 25, 2015

Tracy Marvin, HR Manager
MillerCoors, LLC
1863 E Meadow Rd
Eden, NC 27288-4067

Re: MillerCoors, LLC
Case 10-CA-157476

Dear Ms. Marvin:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Compliance Officer JENNY DUNN whose telephone number is (336)631-5216. If the agent is not available, you may contact Supervisory Attorney SHANNON R. MEARES whose telephone number is (336)631-5230.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Claude T. Harrell, Jr.
Regional Director

By: 

Scott C. Thompson
Officer in Charge

Enclosure: Copy of first amended charge



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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Winston Salem, NC 27106-3275

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Telephone: (336)631-5201
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September 25, 2015

J. David James, Esq.
International Brotherhood of Teamsters, Local 391
3910 Teamsters Pl
Colfax, NC 27235-5600

Re: MillerCoors, LLC
Case 10-CA-157476

Dear Mr. James:

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Compliance Officer JENNY DUNN whose telephone number is (336)631-5216. If the agent is not available, you may contact Supervisory Attorney SHANNON R. MEARES whose telephone number is (336)631-5230.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent.

Very truly yours,

Claude T. Harrell, Jr.
Regional Director

By:

Scott C. Thompson
Officer in Charge



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210

September 30, 2015

J. David James, Esq.
International Brotherhood of Teamsters, Local 391
3910 Teamsters Pl
Colfax, NC 27235-5600

Re: MillerCoors, LLC
Case 10-CA-157476

Dear Mr. James:

We have carefully investigated and considered your charge that MillerCoors, LLC has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss certain allegations of your charge for the reasons discussed below.

Your charge alleges that about May 21, 2015, the Employer violated Section 8(a)(1) of the Act by threatening to lay off employees in retaliation for their union activities. The investigation disclosed that on May 21, the Employer's packaging manager met with a non-employee union representative to discuss ongoing issues at the plant, including the Employer's decision to move mechanics to operator positions. During their discussion, the manager said that the Union should stop filing grievances, stating that things "could be worse." As an example, the manager said it would be worse if the Employer had to lay off two mechanics. Given the context of the discussion, and that there were no employees present at the time, I find that the manager's statement does not violate the Act.

Your charge also alleges that since May 2015, the Employer has violated Section 8(a)(1) and (5) of the Act by failing and refusing to return mechanics to their regular positions and by refusing to meet and bargain over their transfer to operator positions because the Union filed grievances and an unfair labor practice charge against the Employer. The investigation disclosed in April and May 2015, the Employer and Union had several discussions about resolving grievances involving the transfer of mechanics to operator positions and were close to a resolution that would allow the Employer to conduct performance reviews of the mechanics. However, on May 11, (b) (6), (b) (7)(C), abruptly advised two (b) (6), (b) (7)(C) that the Employer was no longer willing to continue settlement discussions because of the grievances and an unfair labor practice charge that the Union had filed. Although the parties met on two subsequent occasions in late May and June, the investigation failed to disclose any further substantive bargaining over the mechanics' transfer.

On July 30, 2015, in connection with a related charge, Case 10-CA-150641, the Employer informed the Regional Office that it was willing to process grievances concerning the mechanics' transfer. Based on the Employer's assurances, the Region, on July 31, deferred the

charge to the parties' grievance and arbitration procedures. Inasmuch as the Employer is willing to discuss with the Union and attempt to resolve in the parties' grievance procedure the dispute that the Union had been discussing with the packing manager in April and May 2015, I find insufficient evidence that the Employer is violating Section 8(a)(1) and (5) of the Act by refusing to bargain over the mechanics' transfer. As to your contention that the Employer violated Section 8(a)(1) and (5) of the Act by refusing to return the mechanics to their regular positions, the evidence did not establish that the Union and Employer's discussions over the mechanics' transfer resulted in an agreement that would obligate the Employer to do so.

Accordingly, I am dismissing these portions of the charge.

Conditional Decision to Dismiss:

The charge also alleges that the Employer violated Section 8(a)(1) of the Act when, on May 11, 2015, (b) (6), (b) (7)(C) advised that (b) (6), (b) (7)(C) would not continue settlement discussions regarding the mechanics' transfer because of the Union's grievances and unfair labor practice charge. Based on the investigation, it appears that this allegation has merit. However, I have conditionally decided to dismiss this remaining allegation of your charge six months from today because there have not been any meritorious charges against the Employer within the past several years and because the conduct is isolated in nature.

If a meritorious charge involving other unfair labor practices is filed against the Employer during that period, I will reconsider whether further proceedings on this allegation of the charge are warranted.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **October 14, 2015**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 13, 2015. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 14, 2015**. The request may be filed electronically through the **E-File Documents** link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 14, 2015, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Claude T. Harrell Jr.
Regional Director

By: 

Scott C. Thompson
Officer in Charge

Enclosure

cc: Tracy Marvin, HR Manager
MillerCoors, LLC
1863 E Meadow Rd
Eden, NC 27288-4067

Leia DeVita
Labor Relations Specialist
MillerCoors, LLC
3939 West Highland Blvd
Milwaukee, WI 53201



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

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4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

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Telephone: (336)631-5201
Fax: (336)631-5210

April 1, 2016

J. David James, Esq.
International Brotherhood of Teamsters, Local 391
3910 Teamsters Pl
Colfax, NC 27235-5600

Re: MillerCoors, LLC
Case 10-CA-157476

Dear Mr. James:

We have carefully investigated and considered your charge that MillerCoors, LLC has violated the National Labor Relations Act.

Decision to Dismiss: On September 30, 2015, I informed you I would dismiss the remaining allegation of the charge in this case in six months unless there was a determination that the Charged Party committed additional violations of the Act that would make dismissal of your charge inappropriate. Since that has not happened, I am dismissing your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **April 15, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than April 14, 2016. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before April 15, 2016**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after April 15, 2016, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Claude T. Harrell Jr.
Regional Director

By:



Scott C. Thompson
Officer in Charge

Enclosure

cc: Tracy Marvin, HR Manager
MillerCoors, LLC
1863 E Meadow Rd
Eden, NC 27288-4067

Leia DeVita
3939 W Highland Blvd
Milwaukee, WI 53208-2866

Douglas J. Heckler
MillerCoors, LLC
3939 W Highland Blvd
Milwaukee, WI 53208-2866